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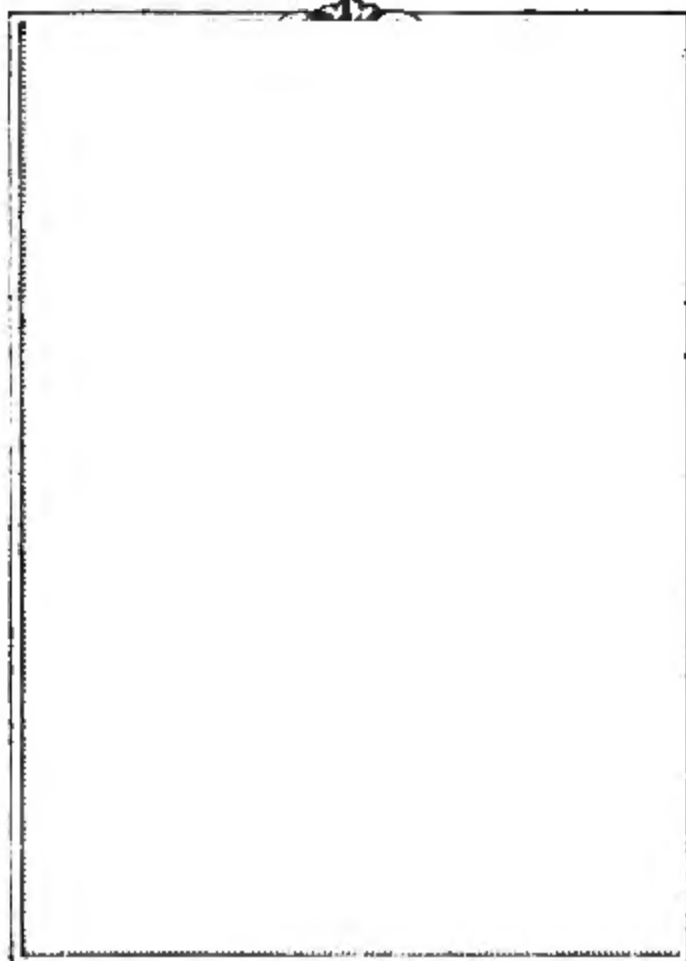
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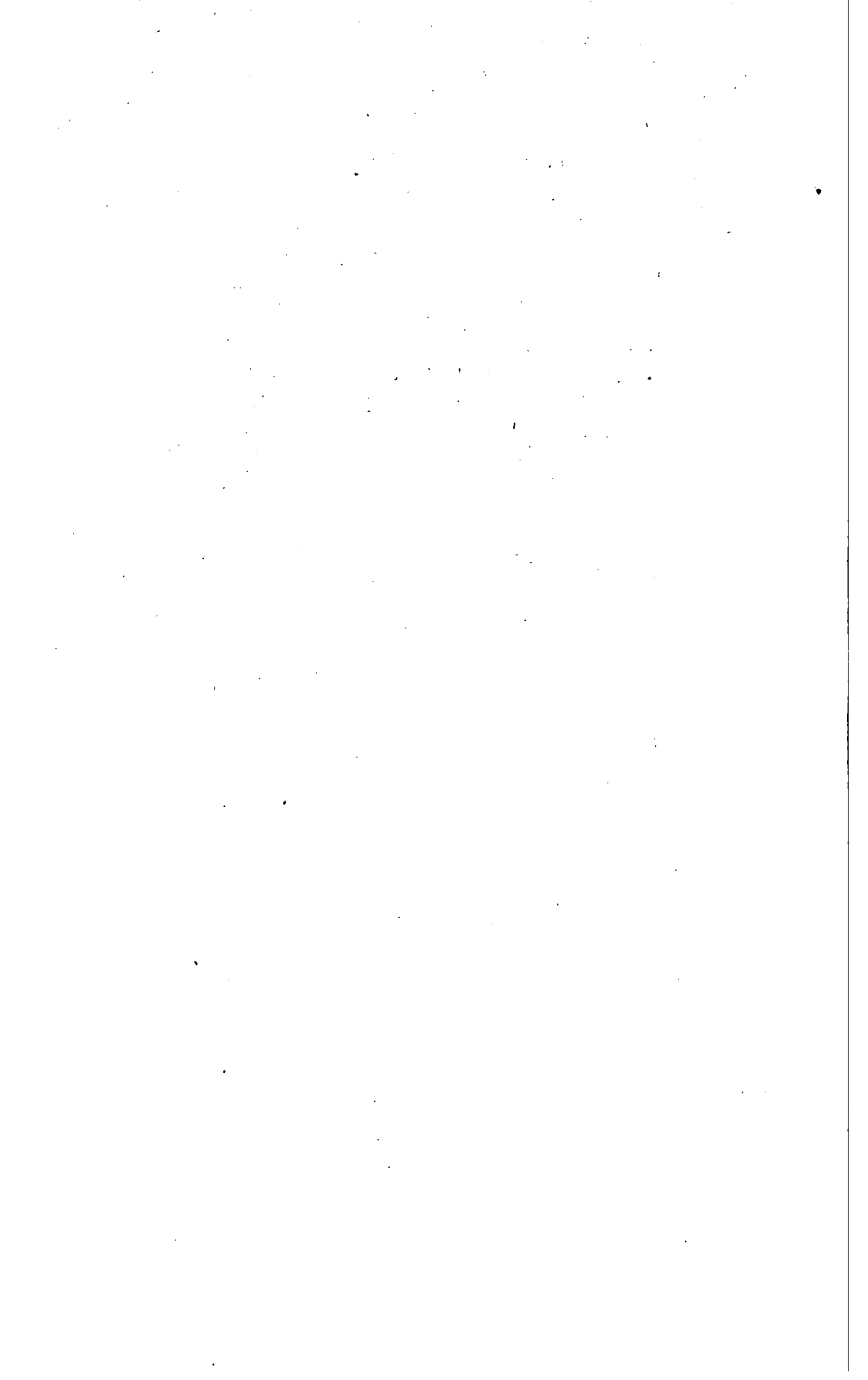


THE GIFT OF
Internat'l Labour Office

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Bulletin

OF THE

INTERNATIONAL LABOUR OFFICE



Quarterly - 8s. per annum.

London :

THE PIONEER PRESS, LTD. (Trade Union and 48 hours),
3, NEW ROAD, WOOLWICH.

Entered at the Post Office New York, N.Y., U.S.A., as second-class matter.
Printed 1912.

Errata in Vol. VI.

Page 63 : After line 38 "(Forms)," insert
as a heading, "South African Union."

Page 63, line 39 : Delete the number "2."

Page 90, §15, line 4 : For 10 francs, read
"10fl."

Page 151, Act No. 21, §1, line 2 : For "at
least sixty," read "under sixty."

Page 166, line 12 : For "in the markets
carried on," read "under contracts
entered into."

Page 227, in the Title to No. 4, line 1 : for
"Councillor of State," read "State
Council."

Page 228, in the Title to No. 2, line 1 : For
"expenditure," read "fees."

Page 271, §1 (1), line 1 : For "companions,"
read "journeymen."

Page 273, §13 (1), lines 2 and 3 : For "do
not exceed," read "exceeds."

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International Labour Legislation

1. Convention between the Governor of the Transvaal and the Portuguese Provinces of Mozambique. (Dated 1st April, 1909. Cd. 4587.)

[EXTRACT.]

PART I.—MATTERS CONCERNING NATIVES.

1. Under this Convention the Government of the Province will permit recruiting within the territories under its direct administration of native labourers for the mining industries of the Transvaal: Provided that such permission will not be effective within areas the natives of which are subject to obligations under local laws at present in force or under legal contracts now existing with the Government of the Province, if those obligations would be interfered with by any recruiting operations.

2. Except in so far as may be in conflict with this Convention, recruiting operations shall be conducted in accordance with regulations at present in force in the Province; but the Government of the Province may alter the said regulations, subject, however, to agreement between the two Governments whenever such alteration affects recruiting operations.

3. The Government of the Province reserves the right to prohibit recruiting by or allotment to a Transvaal employee who, upon a joint investigation by representatives of each Government, may be found to have failed, in some substantial respect or persistently after warning, to comply with the obligations imposed by this Convention or by any regulation in force in the Province not inconsistent with this Convention. In the event of the representatives of both Governments not being able to agree, they shall appoint an umpire, whose findings shall be final.

4. Every licence to recruit native labourers shall be granted by the Government of the Province.

Each application for a recruiting licence shall be made through the Intendent of Emigration at Lourenço Marques, and no application shall be granted unless it be accompanied by a certificate from the Transvaal Secretary for Native Affairs to the effect that the Transvaal Government supports the application, and that it is made on behalf of an employer or employers of labour connected with the mining industries of the Transvaal.

Every applicant shall at the same time produce a written undertaking on his own behalf and on behalf of his employers to fulfil all obligations under any regulations in force in the Province or contemplated by this Convention.

The guarantee deposit and licence which the recruiter has to pay shall not exceed those provided by the Provincial Regulations of the 18th November, 1897.

Recruiting licences shall be issued in respect of any one district, and for this purpose the old district boundaries existing in 1907 may be followed, but a licence issued in respect of one district shall on application be transferred to another without extra charge.

Recruiting licences may at any time be cancelled by the Government of the Province in accordance with the Emigration Regulations of the Province.

If at any time after the granting of a licence the Transvaal Government raises any objection against the holder of such licence, the Government of the Province agrees to withdraw the licence.

5. Before leaving the Province, every labourer shall be supplied with a passport available for one year, for which a fee of thirteen shillings shall be paid to the Government of the Province by the employer. No other fees shall be charged in connection with legally recruited natives, except those specified in this Convention.

6. No labourer shall be engaged in the first instance for a longer period than one year, but at the end of the first period he may be re-engaged for a further period or periods, but so that such period or periods, together with the first period, shall not, without the special permission of the Portuguese Curator hereinafter referred to, exceed two years.

Any labourer who fails to return to the Province of Mozambique at the expiration of his period of service, including any period of re-engagement, shall, unless he shall have obtained special permission from the Curator, be considered a clandestine immigrant for all the purposes of this Convention.

7. The Transvaal Government guarantees that natives will be given their discharge at the expiration of the period of contract, including any period of re-engagement, and that no pressure shall be put on them to renew their contracts.

8. The Portuguese Curator shall be entitled to receive a fee of one shilling and sixpence for every three months or part thereof, in respect of every Portuguese native to whom this Convention applies and who has been in the Transvaal for more than one year. Such fee shall be paid to the Portuguese Curator by the employer.

9. A Portuguese official will undertake the duties of Curator for Portuguese natives in the Transvaal.

The Curator shall be the sole official charged with the functions of a Consular officer with respect to such natives, and, in addition to the powers vested in him by the Regulations now in force in the Province, the following powers and duties shall attach to him :—

(a) to approach the Transvaal authorities with a view to arriving at an understanding in matters relating to Portuguese natives residing in the Transvaal ;

(b) to collect all fees payable to the Curator under this Convention in respect of Portuguese natives in the Transvaal ;

(c) to issue or refuse Portuguese passes to clandestine immigrants ;

(d) to grant or refuse the extension of Portuguese passes to Portuguese natives ;

(e) to promote by all means at his command the registration of Portuguese natives in the Transvaal ;

(f) to organise a deposit and transfer agency for moneys belonging to Portuguese natives ;

(g) to ascertain the allotment of labourers to the different mines for the purpose of recording their places of employment.

10. The railway charges for natives returning to the Portuguese frontier shall be equally favourable with the railway charges made for natives from the Portuguese frontier into the Transvaal.

11. The following Customs provisions shall apply to goods and baggage of native labourers returning from the mining industries of the Transvaal, but the details of these provisions may be revised from time to time by mutual arrangement :—

(a) Each native labourer will, subject to the terms of Sub-section (b) of this article, be permitted by the Portuguese Customs to carry with him into the Province, free of duty and from formal examination, up to sixty kilograms (equal to one hundred and thirty-two pounds) gross weight of baggage.

(b) The Portuguese Customs, however, reserve the right to examine occasionally and from time to time the baggage carried by the said natives, in order to satisfy themselves that no excessive quantities of goods for trading purposes are being imported under cover of the above privilege.

(c) In the event of any native, after examination, being found to carry goods whereon the duty leviable according to the Portuguese Tariffs, is more than 2,250 reis (ten shillings), but does not exceed 2,750 reis (twelve shillings) there shall be collected from the native on such goods the difference between 1,687·5 reis (seven shillings and sixpence) and the actual duty leviable.

(d) No native referred to in this article will be permitted to have in his possession merchandise upon which the Portuguese Customs duties exceed 2,750 reis (twelve shillings); the bearer of goods the duties whereon exceed that amount shall be liable to the penalties prescribed by the Portuguese Customs law and regulations, other than the confiscation of such goods; but nothing in this Sub-section contained shall be deemed to prevent the confiscation of contraband goods, such as dynamite, powder, firearms, fuses, and the like, when introduced into the Province by any such native.

(e) It is understood that, for the purpose of the computation of duties only such goods as are at the present time ordinarily liable to duty shall be assessed, that is to say, only such goods as by reason of their quantity, nature or condition, cannot be considered as personal effects of the natives.

(f) In consideration of the above, the Transvaal Government will pay to the Customs of the Province the sum of seven shillings and sixpence per head for each and every native labourer of the Province returning from the mining industries of the Transvaal.

12. Subject to the terms of this Convention, every native of the Province in the Transvaal must be in possession of a Portuguese pass or passport issued by the authorities of the Province.

Any such native found within the Transvaal without such pass or passport shall be considered a clandestine immigrant and shall obtain from the Portuguese Curator or his representative a pass, for which a fee of twenty shillings shall be paid.

13. No Portuguese native in possession of a Portuguese passport lawfully issued under this Convention shall be liable to pay native tax under the laws of the Transvaal.

14. This Convention shall not apply to a native who—

(a) entered the Transvaal from the Province of Mozambique prior to the 11th day of October, 1899; and

(b) has not, since that day, resided continuously in a labour district in the Transvaal.

15. No Transvaal pass shall be issued to a Portuguese native who fails to produce a Portuguese pass or passport lawfully issued, except in districts where the Curator has no representative, in which case Transvaal pass officers may issue a pass, but shall send all details to the Portuguese Curator in order that the native may be provided with a Portuguese pass, and the Curator shall collect the amount due from the employer (if any) or from the native if he has no employer.

If, however, the Curator refuses to issue a pass to such native, his Transvaal pass shall forthwith be cancelled in accordance with the Transvaal Pass Regulations.

16. Except upon production of a written authority from the Portuguese Curator, no pass shall be issued by an official of the Transvaal Government—

(a) to clandestine immigrants who, being in possession of a Portuguese pass or passport, desire to be employed otherwise than in the mining industries ;

(b) to natives who desire to work for an employer and who did not enter the Transvaal after executing a contract in accordance with law in the Province, or who desire to work with a new employer.

Whenever a Portuguese native is authorised to work for any person (not being the employer by whom he was originally engaged in accordance with law in the Province), or whenever a native is authorised to work for a new employer, the Portuguese Curator shall receive from the employer or native a registration fee of ten shillings. When the engagement of native labourers is made by an agency which is authorised to recruit on behalf of several employers such labourers shall be regarded for the purposes of this article as having been originally engaged for any of such employers.

17. No pass shall be issued in the Transvaal to enable a Portuguese native to travel to any other Colony or territory except the Province of Mozambique without the production of a written authority from the Portuguese Curator.

18. The Transvaal Government shall assist the Curator—

(a) by facilitating access by him or his representatives to compounds and to all other places where Portuguese natives are located ;

(b) by facilitating the collection of fees payable to the Curator under this Convention in respect of Portuguese natives in the Transvaal ;

(c) by refusing, so far as the Transvaal law allows, the issue or renewal of Transvaal passes to Portuguese natives who fail to produce a valid Portuguese passport ;

(d) by causing all cases of deaths, accidents, and desertions of Portuguese natives to be reported to him ;

(e) by issuing instructions to all pass officers to the effect that the number of the Portuguese passport must always be mentioned distinctly in the Transvaal pass for reference ;

(f) by issuing instructions to pass officers to the effect that all Portuguese natives must report themselves at the Curator's office before returning home. In districts where the Curator is not represented passes of Portuguese natives desiring to return home shall be sent to him for endorsement ;

(g) by promoting the return home of time-expired labourers *via* Ressano Garcia or any other place on the border which may be agreed upon by the two Governments.

19. The Transvaal Government shall, so far as the Transvaal law allows, assist the Portuguese Curator in preventing the residence in the Transvaal of Portuguese natives without Portuguese passes or with Portuguese passes which are time-expired, and also in discouraging and preventing the entry into the Transvaal of clandestine immigrants.

20. All moneys received for administration by Native Affairs officials of the Transvaal Government in connection with the estates of deceased Portuguese natives shall be paid over to the Curator whose acquittances shall be a sufficient discharge therefor. The Curator shall also be notified of the particulars of compensation payable in respect of accidents, in order that such compensation may be paid to the beneficiaries through his office.

PART IV.—MISCELLANEOUS.

40. If, on the establishment of a Union of the South African Colonies, the Transvaal becomes a party to such Union, the Government of the Union shall take the place of the Transvaal Government for all purposes of this Convention, but in such event the provisions of this Convention shall only apply to the areas originally contemplated.

41. This Convention shall continue for ten years from the date hereof, and shall thereupon cease if either Government has given one year's notice to the other of its intention to terminate it. If no such notice has been given, the Convention shall continue from year to year until either Government shall have given one year's notice to the other of its intention to terminate it.

42. This Convention shall be executed both in the Portuguese language and in the English language.

Thus done at Pretoria under my Hand under the Public Seal of the Transvaal on behalf of the Government of the Transvaal, this first day of April, 1909.

2. *Note concertée entre les administrations française et britannique en vue de l'application de l'article 5 de la convention signée à Paris le 3 juillet, 1909, entre la France et la Grande-Bretagne au sujet de la réparation des dommages résultant des accidents du travail. Novembre, 1910. (Bulletin de l'Office du Travail, XVII., 1336.)*

Arrangements made between the British Secretary of State for the Home Department and the French Ministry of Labour respecting the application of Article 5 of the Anglo French Convention agreed at Paris on the 3rd July, 1906. (November, 1910.)

In pursuance of Article 6 of the Order in Council of 22nd November, 1909, made under the Workmen's Compensation (Anglo-French Convention) Act, 1909, to give effect to the Convention between the United Kingdom and France in regard to compensation to workmen for accidents arising out of their employment, the following arrangements have been made between the Secretary of State for the Home Department and the French Ministry of Labour :—

(1) The payments of compensation (in accordance with the provisions of paragraph C of Article 5 of the Convention) in the case of a workman in receipt of weekly payments who returns to reside in France shall be made every three months.

(2) An injured workman returning to reside in France must give previous notice to the Registrar of the County Court which awarded compensation (in Scotland to the Sheriff Clerk and in Ireland to the Clerk of the Crown and Peace), in order that the Court may—

(a) furnish him with a medical certificate specifying the nature of the incapacity of the workman resulting from the injury, and

(b) determine, after hearing the parties, the intervals at which the workman shall be bound to produce, in support of the demand for payment of compensation due, a medical certificate that the incapacity resulting from the injury continues. These certificates shall be required at such intervals, not being less than three months, nor more than twelve, as the County Court (in Scotland the Sheriff Court) may determine, having regard to the nature of the incapacity.

(3) For the purpose of obtaining payment of compensation, an injured workman who has returned to reside in France shall obtain, every three months, from the Mayor of the Commune in which he resides, a certificate* that he is alive, and, at intervals fixed by the County Court (or Sheriff Court), a medical certificate* from a doctor employed in an official capacity in the Department, to the effect that the incapacity specified in the medical certificate furnished to the workman by the County Court (or Sheriff Court) continues.

In the event of the death of the workman the persons entitled to receive payment of the compensation due at the time of death shall furnish with their demand for payment a certificate of the workman's death and documents showing that they are entitled to receive payment.

(4) The documents specified in the preceding clause shall be forwarded with the demand for payment to the French Consular Authority for the District in which the County Court (or Sheriff Court) which made the award is situated. The French Consular Authority shall take steps to forward the documents to the Registrar of the County Court (in Scotland to the Sheriff Clerk, and in Ireland to the Clerk of the Crown and Peace), and to obtain payment of the amounts due. The Consular Authority shall be paid the amounts due without charge, and shall forward them to the persons entitled thereto.

3. *Note du 12 mars, 1910, faisant suite à la convention concernant la réparation des dommages résultant des accidents du travail, signée à Paris, le 21 février, 1906, entre la France et la Belgique.* (Bulletin de l'Office du Travail, XVII., p. 527.)

Note, dated 12th March, 1910, in pursuance of the Convention respecting compensation for injuries resulting from industrial accidents, concluded at Paris on the 21st February, 1906, between France and Belgium.

In the application of Article 4 of the said convention, the two signatory States agree that in case of an accident giving occasion for an inquiry, notice of the termination of the said inquiry shall be given immediately to the consular authority of the district where the victim was residing at the time of the accident, in order that the authority in question may take note of the said inquiry in the interests of the interested parties.

This agreement shall not come into operation for three months after it is signed.

* It has been arranged that the certificates shall be authenticated by a visa of the prefectural administration attesting the official status of the Mayor and the doctor respectively.

- 4. Treaty and Protocol between the United States and Japan. Commerce and Navigation. Signed at Washington, 21st February, 1911; ratification advised by the Senate, with amendment, 24th February, 1911: ratified by the President, 2nd March, 1911: ratified by Japan 31st March, 1911; ratifications exchanged at Tokyo 4th April, 1911. Proclaimed 5th April, 1911. Treaty Series, No. 558. (Washington, Government Printing Office, 1911.)**

[EXTRACT.]

In proceeding this day to the signature of the Treaty of Commerce and Navigation between Japan and the United States the undersigned, Japanese Ambassador in Washington, duly authorised by his Government, has the honour to declare that the Imperial Japanese Government are fully prepared to maintain with equal effectiveness the limitation and control which they have for the past three years exercised in regulation of the emigration of labourers to the United States.

National Labour Legislation

1. LAWS AND ORDERS

I. Germany

(A) EMPIRE.

1. *Bekanntmachung, betr. die Beschäftigung von Arbeiterinnen in Meiereien (Molkereien) und Betrieben zur Sterilisierung von Milch.* Vom 4. Juni 1910. (Reichs-Gesetzbl. 1910, S. 868.)

Notification respecting the employment of women in dairies and establishments where milk is sterilised. Dated 4th June, 1910.

In pursuance of §§139a and 154, paragraph 3, of the Industrial Code, the Federal Council has issued the following regulations for the employment of women in those dairies and establishments where milk is sterilised, where at least 10 persons are regularly employed, or where machinery worked by mechanical power (steam, water, gas, air, electricity, etc.) is used not merely temporarily.

I. The provisions contained in §137, paragraph 1, of the Industrial Code, and §5, paragraph 1, of the Notification of 13th July, 1900 (R.G.Bl., p. 566), shall not apply to the employment of women over 16 years of age in dairies and establishments where milk is sterilised, provided that :

(1) the hours of work shall commence not earlier than 4 o'clock in the morning and terminate not later than 9 o'clock in the evening ;

(2) a midday break of at least three hours shall be substituted for the break prescribed in §137, paragraph 3, of the Industrial Code, and §5, paragraph 3, of the Notification of 13th July, 1900 (R.G.Bl., p. 566), in the case of women employed after 8 o'clock in the evening.

II. Occupiers of dairies and establishments where milk is sterilised who wish to avail themselves of the exceptions allowed in I. must affix in the premises in a conspicuous place a placard on which the foregoing provisions shall be clearly inscribed.

Nothing in this Notification shall affect the application of the provisions of §138, paragraph 2. sentence 2, of the Industrial Code, and §6, paragraph 2, of the Notification of 13th July, 1900 (R.G.Bl., p. 566).

III. The foregoing regulations shall remain in force for 10 years. They shall come into operation on 1st July, 1910, in place of the regulations published in the Notification of the Imperial Chancellor of 10th June, 1904* (R.G.Bl., p. 217).

2. *Bekanntmachung, betr. Bestimmungen zur Ausführung des Gesetzes über Absatz von Kalisalzen.* Vom 9. Juli 1910. (Reichs-Gesetzbl. 1910, S. 925.)

Notification issuing regulations in pursuance of the Act relating to the sale of potash.† Dated 9th July, 1910.

[EXTRACT.]

In pursuance of §51 of the Act of 25th May, 1910, relating to the sale of potash (R.G.Bl., p. 775), the Federal Council has issued the following regulations :—

Election by the workmen's representatives of assessors to the Allotment Board (to §30, paragraph 2).

13. In conformity with the following provisions, the workmen's representatives of Sections III. and IV. of the Mining Trade Associations shall each elect one assessor, and two substitutes for each, to the Allotment Board.

14. The election shall be held at a meeting of the said workmen's representatives summoned by registered letter by the President of the Section, who shall preside at the meeting. The election must be held at least one week after the notice is dispatched.

The first election shall be held before the expiration of the year 1910, and subsequent elections shall be held at least one month before the expiration of the term of office.

15. The election shall be held regardless of the number of electors present at the meeting.

The representatives of Sections III. and IV. shall each elect at separate elections, by secret ballot, an assessor and a first and second substitute. The person who obtains the greatest number of votes shall be declared to be elected. In case of a tie the election shall be decided by lot.

16. Every workman employed below ground in a potash mine who has completed the 30th year of his age, who is a German subject, and who is eligible for appointment as sheriff (§32 of the Constitution of the Courts Act) shall be eligible for election.

17. In the event of an assessor and his substitutes retiring during their term of office a subsidiary election shall be held without delay by the workmen's representatives of the Section by which the retiring assessor was elected. The person so elected shall hold office for the remainder of the term.

18. The workmen's representatives qualified to take part in the election shall, in respect of journeys undertaken by them for the purposes of the elections, be paid travelling expenses conformably to the rules of the Mining Trade Association.

3. *Bekanntmachung betr. den Betrieb der Zinkhütten.* Vom 25. November 1910. (Reichs-Gesetzbl. 1910, S. 1105.)

Notification respecting the management of zinc foundries. (Dated 25th November, 1910.)

* Text G.B. Vol. III., p. 159.

† Extract E.B. Vol. V., p. 169.

In pursuance of §139a of the Industrial Code, the Federal Council has issued the following Order :

§§9 and 10 of the Notification 9th February, 1900, respecting the establishment and management of zinc foundries, shall remain in force until 31st December, 1912.

4. *Bekanntmachung betr. die Hinterlegung der Ratifikationsurkunden Deutschlands, Oesterreich-Ungarns, Belgiens, Frankreichs, Grossbritanniens und Irlands, Luxemburgs, der Niederlande, Portugals und der Schweiz zu dem am 26. September 1906 in Berne unterzeichneten Internationalen Abkommen über das Verbot der Nachtarbeit der gewerblichen Arbeiterinnen, sowie den Beitritt Italiens und Schwedens zu diesem Abkommen. Vom 31. Dezember, 1910. (Reichs-Gesetzbl. 1911, S. 16.)*

Notification respecting the depositing by Germany, Austria-Hungary, Belgium, France, Great Britain and Ireland, Luxemburg, The Netherlands, Portugal, and Switzerland, of their ratifications of the International Convention respecting the night-work of women in industrial occupations signed at Berne on 26th September, 1908,* and respecting the adhesion of Italy and Sweden to the said Convention. (Dated 31st December, 1910.)

The present International Convention respecting the night-work of women in industrial occupations, signed at Berne on 26th September, 1906, on behalf of Germany, Austria-Hungary, and Austria and Hungary separately, Belgium, Denmark, Spain, France, Great Britain and Ireland, Italy, Luxemburg, The Netherlands, Portugal, Sweden and Switzerland, has been ratified by all the signatory States excepting Denmark, Spain, Italy and Sweden. The ratifications were deposited with the Swiss Federal Council before 31st December, 1908.

In conformity with Art. 6 of the Convention the French Government signified to the Swiss Federal Council the adhesion of Algiers on 26th March, 1909, and of Tunis on 1st January, 1910, and the British Government signified to the Swiss Federal Council the adhesion of Gibraltar, the Gold Coast, Northern Nigeria, Uganda, Ceylon, New Zealand, the Fiji Islands, the Leeward Islands and Trinidad, on 21st February, 1908.

An agreement was arrived at between Denmark, Spain, Italy and Sweden, who had not deposited their ratifications before 30th December, 1908, for the one part, and the remaining signatory States for the other part, under which Denmark, Spain, Italy and Sweden equally with those States which did not sign the Convention, should have the right, conformably to §9 of the Convention, to signify their adhesion to the Convention at a subsequent date. Accordingly, Italy signified its adhesion by an Act addressed to the Swiss Federal Council on 29th December, 1909, and Sweden by a similar Act dated 14th January, 1910.

Further, after the adhesion of Sweden on 14th January, 1910, it was agreed between the States which deposited their ratifications before 31st December, 1908, and Italy and Sweden, that the record of deposit contemplated in §8, paragraph 1, should not be deemed to have been closed until 14th January, 1910, and that the Convention should accordingly come into operation on 14th January, 1912, in the States adhering to the Convention, and in their Colonies, Possessions and Protectorates, with the exception of Tunis. Further, the time limits provided for in §8, paragraph 4, and §11, paragraph 1, are to commence on 14th January, 1910.

* Text E.B. Vol. I., p. 272.

The provisions contained in §10 are to remain in force with respect to States, Colonies, Possessions and Dependencies which signify their adhesion at any future date.

5. *Bekanntmachung, betr. die Hinterlegung der Ratifikationsurkunden Deutschlands, Dänemarks, Frankreichs, Luxemburgs, der Niederlande und der Schweiz zu dem am 26. September, 1906, in Bern unterzeichneten Internationalen Abkommen über das Verbot der Verwendung von weissem (gelbem) Phosphor zur Anfertigung von Zundhölzern und den Beitritt Italiens, Grossbritanniens und Irlands, sowie Spaniens zu diesem Abkommen.* Vom 31. Dezember. (Reichs-Gesetzbl. 1911, S. 23.)

Notification respecting the depositing by Germany, Denmark, France, Luxemburg, The Netherlands and Switzerland, of their ratifications of the International Convention respecting the prohibition of the use of white (yellow) phosphorus in the manufacture of matches, signed at Berne on 26th September, 1906,* and respecting the adhesion of Italy, Great Britain and Ireland, and Spain, to the said Convention. Dated 30th December, 1910.

The present International Convention respecting the prohibition of the use of white (yellow) phosphorus in the manufacture of matches, signed at Berne on 26th September, 1906, on behalf of Germany, Denmark, France, Italy, Luxemburg, The Netherlands, and Switzerland, has been ratified by all the signatory States excepting Italy. The ratifications were deposited with the Swiss Federal Council before 31st December, 1908. In conformity with Art. 3 of the Convention, the Danish Government, in the Note of 21st January, 1908, informed the Swiss Federal Council that it would apply the Convention not only in Denmark proper (including the Faroe Islands), but also in the Danish West Indies. The French Government signified the adhesion of French Somaliland, Réunion, Madagascar and its Dependencies, French West Africa, the French Possessions in Oceania and New Caledonia, on 26th November, 1909, and that of Tunis on 15th January, 1910; while the Dutch Government signified the adhesion of the Dutch Indies on 7th March, 1910.

An agreement was arrived at between Italy, which had not deposited its ratification before 31st December, 1908, for the one part, and the remaining signatory States for the other part, that Italy, equally with those States which did not sign the Convention, should have the right conformably to §5 of the Convention of signifying its adhesion at a subsequent date. Accordingly, Italy signified its adhesion by an Act addressed to the Swiss Federal Council on 6th July, 1910.

In pursuance of Art. 5 of the Convention, the British Government signified the adhesion of Great Britain and Ireland by an Act addressed to the Swiss Federal Council on 28th December, 1908. The British Government also signified to the Swiss Federal Council the adhesion of the Orange River Colony on 3rd May, 1909, of Gibraltar, Malta, Cyprus, British East Africa, Mauritius, Seychelles, Southern Nigeria, and Uganda on 4th January, 1910, of Northern Nigeria on 24th February, 1910, of the Leeward Islands on 26th March, 1910, of the Fiji Islands on 20th June, 1910, of Gambia, the Gold Coast and Sierra Leone on 22nd October, 1910, and of the Bermudas on 19th December, 1910.

In pursuance of Art. 5 of the Convention the Spanish Government signified the adhesion of Spain to the Convention by an Act, addressed to the Swiss Federal Government on 29th October, 1909.

* E.B. Vol. I., p. 275.

RULES FOR THE PREVENTION OF ACCIDENTS.

(Sanctioned by the State Insurance Office.)

1. **West Prussian Agricultural Trade Association.** Rules for the prevention of accidents. D. Rules for forestry undertakings and subsidiary undertakings (saw mills). (Sanctioned on 20th June, 1910. Operative from 1st October, 1910.)
2. **Leather Industry Trade Association.** Rules for the prevention of accidents. (Sanctioned on 9th September, 1910. Operative from 1st October, 1910.)
3. **Vehicle Manufacturers' Trade Association.** First supplementary rules. (Sanctioned on 9th September, 1910. Operative from 1st October, 1910.)
4. **Vehicle Manufacturers' Trade Association.** Special rules for the prevention of accidents on merry-go-rounds, sliding staircases, or similar means of conveyance. (Sanctioned on 9th September, 1910. Operative from 1st April, 1911.)
5. **Trade Association for Precision Machines and Electrical Work.** General Rules for the prevention of accidents. (Sanctioned on 22nd November, 1910. Operative from 1st January, 1911.)
6. **Trade Association for Precision Machines and Electrical Work.** Special rules for the prevention of accidents in fitting operations (installations). (Sanctioned on 22nd November, 1910. Operative from 1st January, 1911.)
7. **Special rules for the prevention of accidents in undertakings where threshing is carried on by machinery and in subsidiary undertakings, to be delivered to the overseer if the occupier does not himself superintend the operations.** (Sanctioned on 22nd November, 1910. Operative from 1st January, 1911.)

(B) FEDERAL STATES.

1. KINGDOM OF PRUSSIA.

1. *Der Minister der geistlichen, Unterrichts- und Medizinalangelegenheiten betr. Besichtigung gewerblicher Anstalten durch die Kreisärzte gelegentlich der Ortsbesichtigungen.* Vom 14. März, 1910. (Ministerialblatt für Medizinalangelegenheiten 1910, S. 167; Gewerbearchiv IX., S. 682.)

The Minister for Ecclesiastical, Educational, and Sanitary Affairs respecting the inspection of industrial establishments by the District Medical Officers on the occasion of local inspections. (Dated 14th March, 1910.)

2. *Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten in Berlin betr. Arbeiterschutzbestimmungen für Kunststeinhauer.* Vom 7. Mai, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 181.)

The Minister of Commerce and Industry to the Administrative Presidents of Government Districts and the Police President in Berlin, respecting rules for the protection of workmen employed in sawing artificial stone. (Dated 7th May, 1910.)

3. *Der Minister der öffentlichen Arbeiten, der Minister des Innern, der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten in Berlin betr. Herstellung von Zelluloidwaren und Zelluloidlager.* Vom. 7. Mai, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 182.)

The Minister of Public Works, the Minister of the Interior, the Minister of Commerce and Industry, to the Administrative President of Government Districts and the Police President in Berlin, respecting the manufacture of celluloid goods and the storage of celluloid. (Dated 7th May, 1910.)

4. *Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten in Berlin betr. Sonntagsruhe in Betrieben der Bekleidungsindustrie.* Vom 19. Mai 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 188.)

The Minister of Commerce and Industry to the Administrative Presidents of Government Districts and the Police President in Berlin, respecting Sunday rest in the clothing trade. (Dated 19th May, 1910.)

5. *Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Oberpräsidenten in Potsdam betr. Konkurrenzklausel.* Vom 16. Juni, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 258.)

The Minister of Commerce and Industry to the Administrative Presidents of Government Districts and the Administrative Presidents in Potsdam, respecting Competition Clauses. (Dated 16th June, 1910.)

6. *Der Minister für Handel und Gewerbe an die Handelsvertretungen betr. Konkurrenzklausel.* Vom 16. Juni, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 258.)

The Minister of Commerce and Industry to representative Commercial Bodies, respecting Competition Clauses. (Dated 16th June, 1910.)

7. *Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten in Berlin betr. Beschäftigung von Arbeiterinnen in Meiereien (Molkereien) usw.* Vom 18. Juni, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 272.)

The Minister of Commerce and Industry to the Administrative Presidents of Government Districts and the Police President in Berlin, respecting the employment of women in dairies, etc. (Dated 18th June, 1910.)

8. *Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten in Berlin betr. Betriebe des Maler-, Anstreicher-, Tüncher-, Weissbinder- und Lackierergewerbes.* Vom 5 Juli, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 348.)

The Minister of Commerce and Industry to the Administrative Presidents of Government Districts and the Police President in Berlin, respecting establishments where painting, decorating, plastering, coopering, or varnishing is carried on. (Dated 5th July, 1910.)

9. *Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten in Berlin betr. Jahresberichte der Gewerbeaufsichtsbeamten.* Vom 20. Juli, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 349.)

The Minister of Commerce and Industry to the Administrative Presidents of Government Districts and the Police President in Berlin, respecting the annual reports of the inspecting officials. (Dated 20th July, 1910.)

10. *Gesetz, betr. die Bewilligung weiterer Staatsmittel zur Verbesserung der Wohnungsverhältnisse von Arbeitern, die in staatlichen Betrieben beschäftigt sind, und von gering besoldeten Staatsbeamten.* Vom 25. Juli, 1910. (Preussische Gesetzsammlung 1910, S. 147.)

Act sanctioning additional Exchequer grants for the purpose of improving the housing conditions of workmen employed in State undertakings and of State officials in receipt of small salaries. (Dated 25th July, 1910.)

11. *Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten in Berlin betr. Einrichtung von Luftgasanlagen.* Vom 21. September, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 510.)

The Minister of Commerce and Industry to the Administrative Presidents of Government Districts and the Police President in Berlin, respecting the establishment of air gas works. (Dated 21st September, 1910.)

12. *Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten in Berlin betr. Stellenvermittlergesetz.* Vom 28. September 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 509.)

The Minister of Commerce and Industry to the Administrative Presidents of Government Districts and the Police President in Berlin, respecting the Act relating to employment agents. (Dated 28th September, 1910.)

13. *Der Minister der öffentlichen Arbeiten, der Minister für Handel und Gewerbe, der Minister des Innern an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten in Berlin betr. Arbeiterschutz auf Bauten.* Vom 14. Oktober, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 532.)

The Minister of Public Works, the Minister of Commerce and Industry, and the Minister of the Interior to the Administrative Presidents of Government Districts and the Police President in Berlin, respecting the protection of workmen employed on buildings. (Dated 14th October, 1910.)

14. *Der Minister für Handel und Gewerbe an den Herrn Regierungspräsidenten in N. betr. Beschäftigung von Arbeiterinnen in Meiereien (Molkereien) usw.* Vom 2. Dezember, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 559.)

The Minister of Commerce and Industry to the Administrative President in N., respecting the employment of women in dairies, etc. (Dated 2nd December, 1910.)

15. *Der Minister für Handel und Gewerbe, der Minister des Innern an die Herren Regierungspräsidenten und an den Herrn Polizeipräsidenten in Berlin betr. Arbeitsordnungen in Gast- und Schankwirtschaften.* Vom 3. Dezember, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 580.)

The Minister of Commerce and Industry and the Minister of the Interior to the Administrative Presidents of Government Districts and the Police President in Berlin respecting rules of employment in hotels and public-houses. (Dated 3rd December, 1910.)

16. *Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten in Berlin betr. Verkehr mit Ferrosilizium.* Vom 9. Dezember, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 576.)

The Minister of Commerce and Industry to the Administrative President of Government Districts and the Police President in Berlin, respecting the trade in ferrosilicium. (Dated 9th December, 1910.)

17. *Bestimmungen des Ministers für Handel und Gewerbe betr. die Zusammensetzung und die Geschäftsführung der Bergbaudeputation.* Vom 13. Dezember, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1910, S. 583.)

Rules issued by the Minister of Commerce and Industry, respecting the constitution and procedure of mining deputations. (Dated 13th December, 1910.)

II. Austria

1. *Erlass des Ministeriums des Innern betr. Gesundheitsschutz bei der Hadernverarbeitung.* Vom 25. Januar, 1910. (Soziale Rundschau 1910, I. 445.)

Decree of the Minister of the Interior respecting the protection of the health of persons employed in the treatment of rags. (Dated 25th January, 1910.)

In order to prevent injury to the health of workmen employed in the treatment of rags, care must be taken that in all nursing institutions all soiled bandages which cannot be used again, and in particular bandages soiled with the secretions of the patients, shall, without exception, be burnt, and that soiled bandages which can be used again shall not be used again in the nursing institutions or in trade unless they have first been disinfected and cleaned.

In this connection it is to be noted that the sense of the requirements of this Decree shall apply to the removal of the clothing and linen of persons suffering from tuberculosis or other infectious disease.

Medical inspectors shall, when inspecting hospitals, pay especial attention to this matter and shall satisfy themselves that in the institutions in question all clothing, bandages and linen which, in view of the risk of infection, should be disinfected or burnt are treated in conformity with the Decree.

2. *Erlass des Handelsministeriums an alle politischen Landesbehörden betr. Zurückbehaltung des Arbeitsbuches.* Vom 12. April, 1910. (Soziale Rundschau 1910, II., 471. Amtsblatt für die Handels- und Gewerbeverwaltung V. Jahrgang, Nr. 5.)

Decree of the Minister of Commerce addressed to all Provincial Authorities respecting the withholding of employment books. (Dated 12th April, 1910.)

3. *Verordnung des Finanzministeriums im Einvernehmen mit den Ministerien des Handels und des Innern, betr. die Dauer der Arbeitszeit und den Ladenschluss in den Tabakverschleissgeschäften.* Vom 2. Mai, 1910. (Verordnungsblatt für den Dienstbereich des Finanzministeriums, 1910, XXIV. Stück, S. 117.)

Order of the Minister of Finance in agreement with the Ministers of Commerce and the Interior respecting the duration of the period of employment and the closing hour of shops in the tobacco industry. (Dated 2nd May, 1910.)

(1) In establishments for the sale of tobacco where tobacconists' goods are sold independently—*i.e.*, as the principal business—the premises open to customers (shops), together with the counting-house and store-rooms appertaining to the same, shall be kept closed from 9 o'clock in the evening until 5 o'clock in the morning.

The sale of goods may be effected between 5 o'clock in the morning and 9 o'clock in the evening in whatever manner appears to the occupier to be advisable, provided that the uninterrupted period during which the premises are kept open to customers shall in no case be less than 12 hours.

The Authorities (Verschleissbehörde) charged with the supervision of the duration of the period of employment and the closing hour of shops must be informed of the hours at which the premises are opened and closed.

(2) The provisions of the first and third paragraphs of §3 of the Order of 22nd May, 1906,* (Z. 23810, V. Bl., Nr. 115), respecting the sale on Sundays of secondary commodities in places where tobacco is sold independently shall apply by analogy to weekdays in the sense that the sale of secondary commodities—*e.g.*, revenue stamps, smoking requisites and newspapers—shall be allowed during those hours only when such goods may lawfully be sold in pursuance of the provisions of the Act of 14th January, 1910† (R.G.Bl., No. 19), relating to the duration of the period of employment and the closing of shops in commercial establishments and allied businesses and of the Orders issued in pursuance of the said Act.

(3) Independent persons carrying on establishments for the sale of tobacconists' goods may adopt the system prescribed in the Act of 14th January, 1910 (R.G.Bl., No. 19), relating to the granting to employees of an uninterrupted period of rest of 11 hours and a midday break of at least one hour, provided that the sale of goods during the uninterrupted period contemplated in (1) shall not be affected.

(4) On particular weekdays when special conditions make a more extensive sale necessary (market-days, festivals, etc.), an increase in the number of hours during which establishments for the sale of tobacco named in (1) may remain open may be allowed by the Authority concerned. Notwithstanding, the closing hour shall in such case be not later than 10 o'clock in the evening.

(5) In the case of particular establishments for the sale of tobacco where it is usual for business to be specially brisk in the evening and a considerable amount of the business would be lost if the prescribed closing hour was observed—*e.g.*, at watering-places during the season, at exhibitions, places of amusement and railway stations—the Authority concerned may wholly or partially suspend the provisions concerning the closing hour contained in (1).

* Text E.B. Vol. I., p. 281.

† Text E.B. Vol. V., p. 200.

(6) The provisions respecting the closing hour and period of employment on weekdays, (1)–(5), shall in general also apply on festivals; notwithstanding, the Authority concerned, having regard to local conditions, may restrict to four hours the number of hours during which establishments where tobacco is sold independently may remain open, and may determine that the closing hour shall be at 11 o'clock in the morning at the earliest.

It shall not be lawful for places where tobacco is sold independently to remain open on Christmas Day, New Year's Day, and the Festival of Corpus Christi, nor on any festivals following or preceding a Sunday or festival for a number of hours exceeding the number of hours during which they may lawfully remain open on Sundays (Order of 22nd May, 1906, * Z. 23810, V. Bl., No. 115).

(7) In establishments for the sale of tobacco where the sale of tobaccoists' goods is not independent, but is carried on as an accessory business in the same premises with another trade, the sale of tobacco on weekdays shall be carried on during those hours only when the trade in question may be lawfully carried on conformably to the provisions in force respecting the duration of the period of employment and the closing of shops in commercial establishments and allied businesses†.

Notwithstanding, if the construction of the premises permits of the effective separation of the trade from the tobacco business in such a way as to ensure that the provisions in force respecting the duration of the period of employment and the closing of shops in commercial establishments and allied business will be observed in the case of the trade in question, the provisions regulating the sale of tobacco on weekdays and festivals in establishments where tobacco is sold independently shall apply to the sale of tobacco in the said businesses [(1)–(6)].

(8) The provisions of this Order shall not apply to tobacco warehouses.

(9) Establishments for the sale of tobacco carried on by wholesale distributors and places for the sale of tobaccoists' specialities shall be subject to the provisions of (1)–(7) and the sale of tobacco carried on by the owners of hotels and public-houses shall be subject to the provisions of (7) of this Order.

(10) In establishments where tobacco is sold independently the closing hours on weekdays and festivals shall be exhibited on a placard affixed in a conspicuous place.

(11) This Order shall come into operation on the same day as the Act of 14th January, 1910† (R.G.Bl., No. 19)—i.e., on 4th May, 1910.

4. *Erlass des Handelsministeriums betr. Arbeitszeit und Ladenschluss im Raseur-, Friseur-, und Perückenmachergewerbe.* Vom 27. Mai, 1910. (Soziale Rundschau 1910, I., 1000.)

Decree of the Minister of Commerce respecting the period of employment and the closing hour in the shaving, hairdressing, and wig-making industry. (Dated 27th May, 1910.)

5. *Verordnung des Handelsministers im Einvernehmen mit dem Minister des Innern und den Minister für Kultus und Unterricht betr. die Gestattung der gewerblichen Arbeit an Sonntagen in der Kunstseiserzeugung.* Vom 4. Juli, 1910. (Reichsgesetzblatt 1910, 311.)

Decree of the Minister of Commerce in agreement with the Minister of the Interior and the Minister of Religion and Education, respecting sanction for industrial work on Sundays in the manufacture of artificial ice. (Dated 4th July, 1910.)

* Text E.B., I., p. 281.

† Text E.B., V., p. 200.

I. In pursuance of §1, Art. VI., paragraph 1, of the Act of 16th January, 1895 (R.G.Bl., No. 21), work may be performed at ice manufacturing apparatus in the manufacture of artificial ice during the whole of Sunday until 11th September, 1910, inclusive.

Workmen employed on Sundays during a number of hours exceeding the number specified in §2 (31) of the Ministerial Order of 24th April, 1895 (R.G.Bl., No. 58), shall be allowed instead a holiday of 24 hours on a weekday.

II. This Order shall come into operation on the date of its promulgation.

6. *Erlass des k.k. Ministeriums für öffentliche Arbeiten an die k.k. Berghauptmannschaften.* Vom 10. August, 1910. (Soziale Rundschau 1910, II., 261.)

Decree of the Ministry of Public Works addressed to the Chief Mining Boards.
(Dated 10th August, 1910.)

The Chief Mining Board will find annexed to this Decree a notice for the instruction of workmen employed in lead and zinc smelting works which contains a brief and popular account of the nature and symptoms of lead poisoning, and the methods whereby they can protect themselves against such poisoning. The Chief Mining Board shall, in pursuance of §23 of the Order of 22nd July, 1908* (R.G.Bl., No. 180), see that the management of all lead and zinc smelting works coming under the supervision of the Mining Authorities shall issue a copy of the notice to every workman employed in the same. It is also recommended that the medical practitioner should give the workmen oral instruction on the contents of the notice, which should be annexed to the rules of employment.

The Chief Mining Board is also requested to forward in future to the Minister of Public Works every quarter a report, conformable to the model hereinafter contained, on the state of lead-poisoning in all lead and zinc smelting works. These reports, of which the first shall be drawn up from the month of July, 1910, shall be based on the entries in the register respecting the results of the medical inspection of workmen employed in lead and zinc smelting works, prescribed in §19 of the Order of 22nd July, 1908 (R.G.Bl., No. 180). The reports must be sent in not later than the end of the month succeeding the quarter in question, and the first report must therefore be sent in before the end of the month of October, 1910.

NOTICE TO WORKERS EMPLOYED IN LEAD AND ZINC SMELTING WORKS.

Workmen employed in lead and zinc smelting works are constantly working with materials containing lead. Lead is a poison, and they are therefore exposed to the danger of lead poisoning. Lead poisoning may be caused in the first place by the inhalation of lead vapours evolved in roasting ores and charging furnaces or radiating from the heated metal slag and other heated materials after they have been subjected to the smelting process. Lead vapours also circulate in the air when the lead is poured into moulds during the recasting and crystallising processes (Parkinson and Parkes process) and in the so-called refining process. In the second place, poisoning may be caused by dust containing lead.

Experience shows that although the inhalation of lead vapours is dangerous to health, the workers are much more liable to injury if they inhale lead dust or if lead dust enters the body through their nose and mouth, than in any other manner, since in the former case less lead remains in the body. Workers

* E.B. Vol. III., p. 189.

employed in smelting works are exposed to the latter danger if they work with materials containing lead without using suitable precautions. In this connection, workers employed in cleaning out the condensing chambers and flues containing dry condensed dust, in removing dust, in occupations in the loading of furnaces with material containing lead oxide, in breaking up cooled furnaces, in sifting, grinding and packing litharge and other materials giving off dust produced in lead and zinc smelting works.

Lead in the form of vapour or dust may then be taken into the body through the nose and mouth and may enter the lungs through inhalation or the stomach through swallowing. Workers employed in smelting works are also likely to introduce lead dust into the mouth and stomach by eating and smoking without having thoroughly washed their hands and implements. Lead poisoning may also be caused by clothing soiled by lead dust. A workman who neglects to remove his soiled clothing after work and put on clean clothing carries the poisonous dust home. The dust is released by beating and brushing, or merely by moving or shaking the clothes in dressing and undressing, and circulates freely in the house. It is then liable to be inhaled by the workman's family or swallowed by them with any food on which it settles, and thus the health of his family and any other persons living in the same house is endangered.

Lead poisoning seldom attacks workmen suddenly, but is a disease which develops very slowly through the continual and gradual introduction of lead into the body.

Lead inhaled into the lungs is for the most part coughed out with the mucous, because the mucous of the air passages is not able to dissolve the inhaled particles of lead to any great extent and to cause them to be introduced into the blood and tissues of the body in that form.

Lead introduced into the stomach through swallowing is far more dangerous. It collects in the stomach and dissolves in the gastric juices, the rapidity with which it dissolves depending on the acidity of the juices or contents of the stomach.

The dissolved lead salts are drawn up and enter the walls of the stomach and cause persistent gastric catarrh or loss of appetite. Vomiting, discomfort and oppression in the region of the stomach also appear. The loss of appetite and the indigestion causes wasting and weakness, and a workman who formerly had a healthy colour becomes pale in consequence of the impoverishment of the blood. At the same time, a narrow blue-grey line ("blue-line") appears on the gums at the edge of the teeth. This gives rise to a perpetual disagreeable sweet taste and an unpleasant odour in the mouth of the sufferer. The tongue is furred and trembles when it is put out. In a later stage the disease causes acute abdominal pains ("lead colic") and, if the intestinal tissues are already attacked by the lead poisoning, it is accompanied by severe constipation and frequent vomiting. Later, when the lead poisoning attacks the motor nerves and muscles, paralysis appears in the arms and fingers. At first the fingers cannot be stretched to their full length, and subsequently they cannot be moved at all. The fingers and hands tremble. Later still, the sensory nerves are attacked, and tearing and drawing pains in the limbs and joints often make the condition of the sufferer unbearable. As a rule, it does not strike the sufferer that he has lead poisoning until it has reached this stage, and he does not consult a doctor until then. Still later, the brain and spinal cord become affected, and the disturbance of the central nervous system causes mental disease and various symptoms of paralysis. The walls of the blood vessels and the tissues of the kidneys also become affected. If the poison has been

acting for a long time, and such serious symptoms appear, the injuries to the most important tissues of the body can rarely be repaired. The poisoned organs are past recovery and the sufferer becomes a permanent invalid. But if the workman is able to protect himself in time, and if he is willing to adopt reliable precautions, he will generally be completely cured if he has medical treatment in time.

In the Order of 22nd July, 1908, (R.G.Bl. No. 180) respecting the establishment and management of lead and zinc smelting works established in accordance with the general Mining Act, the Minister for Public Works, in agreement with the Minister of the Interior, has issued comprehensive instructions for the effective protection of the workers against the danger of lead poisoning. But in order that these instructions may have full effect, the willing co-operation of the workers is necessary.

The surest protection against lead poisoning is afforded by strict cleanliness during work. Workmen should not soil their hands and clothing more than is absolutely necessary. When performing dusty work they must wear overalls made of smooth material, which must be removed before every meal and after work. The amount of dust generated during work is diminished to a great extent by moving carefully, and the generation of dust may be entirely prevented if, where possible, the material is properly damped with water before being manipulated. The workers can protect themselves against lead vapours if, when they are working at the heated metal or other heated materials, they breathe with their heads turned away from the heat, and if, wherever possible, they cool all heated refuse (slag, etc.) quickly by throwing water over it.

When a workman is engaged in particularly dangerous work, in which dust is evolved, he must be willing to wear the prescribed dust-guards (masks or respirators), and must avoid breathing except through the dust-guard.

A mask is defective if it does not fit closely, and therefore does not entirely keep the dust out; if it permits of air being breathed otherwise than through the mask, so that lead dust enters the mouth and nose. A workman can recognise this by the presence of the sweet taste in his mouth in spite of the use of the mask. A mask which affords proper protection and fits properly, or an air-tight respirator fitting over the nose and mouth, lets through no lead dust. When he uses such an effective apparatus he does not notice the sweet taste either when using the same or afterwards. The workman must pay attention to the matter.

The workman must be very careful to avoid eating on the premises or even in the open air in the immediate vicinity of the works. He must not smoke cigars or pipes during work, because, in the first place, these articles and his soiled hands may harbour lead dust, and in the second place, the smoking gives rise to an increased secretion of saliva, so that he is obliged to swallow often, which promotes the introduction of lead dust into the stomach. This applies even more strongly to the chewing of tobacco. Food and smoking implements must therefore never be taken into the works nor kept in working clothes.

Before every meal the workman must take off his working clothes in the cloak-room provided for the purpose, and must rub his hands carefully with soap and a nail-brush, and wash them until the skin is quite clean. Special care must be taken in cleaning the nails and quicks. This will be most easily effected if he keeps his nails quite short. He must also wash his face with soap and water, and be particularly careful to see that his moustache is clean,

and, having cleaned his teeth with a tooth-brush and rinsed out his mouth and nose, he should put on his other clothing, and not until then go into the mess-rooms.

The workman must not eat or drink anything of an acid nature, because lead dissolves especially easily in acid. Lead in a dissolved state enters the juices of the body through the stomach and intestines more easily, and the poisoning gains ground more rapidly. The consumption of intoxicants also increases the danger of poisoning and weakens the resisting power of the body. On the other hand, fatty foods, such as bacon, butter, eggs and milk, etc., are recommended. The lead is partially saponified by the fat, and the lead particles are wrapped up in an indissoluble slippery covering. They are then less likely to be taken into the system, and they pass out of the body in a natural manner.

After finishing work the workman must remove his working clothes and put on his other clothes in the cloak-room. Workmen employed in work in which dust is generated must thoroughly clean themselves by taking a bath or shower-bath every day before putting on their outer clothing, and all other workmen must thoroughly wash themselves in a bath at least once a week. On days when they do not take a bath they must wash their hands in the manner prescribed above, their arms up to the elbow, their face and hair, and especially their moustache, thoroughly with soap and a brush, before putting on their other clothing. In addition, all workmen must clean their teeth with a tooth-brush and thoroughly rinse out their nose and mouth before going home.

It is the duty of workmen employed in smelting works to make the small sacrifice of time required for changing their clothing and washing themselves, and the small sacrifice of comfort required by the use of the prescribed precautions in the interests of their own health and of the well-being of their families who are dependent upon their earning capacity.

But if the workman feels pains in his stomach, or if he sees in the glass there is a blue line on his gums, he should go immediately to a medical practitioner without waiting for the appearance of more serious symptoms.

Schedule [Form for reports on cases of lead poisoning.]

7. *Verordnung der Minister der Justiz, des Handels und des Innern betr. Gewerbe-gerichte.* Vom 8. November, 1910. (Soziale Rundschau 1910, II. 874.)

Order of the Minister of Justice, Commerce and the Interior, respecting Industrial Courts. (Dated 8th November, 1910.)

8. *Verordnung des Handelsministers im Einvernehmen mit den Ministern des Innern, für Kultus und Unterricht und für öffentliche Arbeiten, mit welcher das Gewerbe der Sodawassererzeugung an eine Konzession gebunden wird.* Vom 29. November, 1910. (Reichsgesetzblatt 1910, 589; Soziale Rundschau 1910, II. 1909.)

Order of the Minister of Commerce in agreement with the Ministers of the Interior and of Religion and Education and of Public Works, making the manufacture of soda water dependent upon the possession of a license. (Dated 29th November, 1910.)

9. *Gesetz, betreffend die Errichtung eines Wohnungsfürsorgefonds.* Vom 22. December, 1910. (Reichsgesetzblatt 1910, 751.)

Act relating to the constitution of a Housing Fund. (Dated 22nd December, 1910.)

1. A Housing Fund managed by the Minister of Public Works, in agreement with the Minister of Finance, shall be constituted for the purpose of improving the housing conditions of the poorer classes.

2. The Housing Fund shall have power to acquire rights and incur liabilities in its own name.

3. The following sums shall be allotted to the Housing Fund :—

In the two years 1911 and 1912 together	.. ..	..1,500,000k.
„ year 1913	.. ..	..1,300,000k.
„ „ 1914	.. ..	..1,500,000k.
„ „ 1915	.. ..	..2,200,000k.
In each of the years 1916-18 inclusive	.. ..	..2,500,000k.
In each of the years 1919-1920	.. ..	..3,500,000k.
In the year 1921	.. ..	..4,000,000k.

These sums shall be appropriated in the Budget concerned, and shall be payable to the Fund in equal monthly instalments in advance.

4. The object of the Housing Fund shall be to enable administrative bodies (districts, communes, etc.), public corporations and institutions, and also public benefit associations, such as building societies, building companies, building associations and institutions, etc., to erect workmen's dwellings and (§6) to acquire sites for the purpose, or to assist such bodies in buying buildings to be adapted or rebuilt as workmen's dwellings, and in paying off mortgages other than first class mortgages raised by one of the aforesaid associations in respect of houses erected before the coming into operation of this Act. These objects shall be effected :—

(a) by giving security for loans contracted by the aforesaid bodies elsewhere than with the Fund, and for the payment of interest on such loans (indirect credit assistance).

(b) by granting direct loans to the aforesaid bodies (direct assistance).

The rules of the fund shall contain more detailed regulations respecting the giving of security by the Fund, the rate of interest on guaranteed loans, the granting of loans, and the supervision of the borrowers' building operations and business transactions, and they may in particular contain provisions respecting the granting of advances at interest in anticipation of first class mortgages raised by the body providing the dwellings, such advances to be repayable by the body in question so soon as the moneys produced by the mortgages are in its hands.

The cost of the supervision exercised by the Fund and the expenses of management of the same shall be payable out of the property of the Fund.

5. The loans for which the Fund acts as security and the direct loans granted by the Fund shall be secured by mortgages of a class superior to the limit for trustee investments. Notwithstanding, the value of the mortgages shall not exceed 90 per cent. of the total value of the property in question.

A mortgage shall not be required in the case of public institutions and bodies.

6. The following shall be deemed to be workmen's dwellings within the meaning of the Act :—

(1) family dwellings, the inhabitable area of which (living rooms, bedrooms, kitchen), does not exceed 80 square metres ;

(2) homes for single persons, *i.e.* buildings for the accommodation of unmarried persons in separate rooms. Such homes must be arranged in such a manner that as a rule only one person, and in no circumstances more than three persons, may occupy a single room.

The parts of the building where single men and single women are accommodated must be entirely separated.

(3) Lodging homes, *i.e.*, buildings where persons without families are accommodated in common bedrooms containing the requisite number of separate beds.

Houses contemplated in (1)–(3) must satisfy the requirements for healthy and cheap workmen's dwellings with regard to construction, sanitation and decency.

7. The property of the Fund shall not be used conformably to §4, except in cases where the total inhabitable area of the workmen's dwellings (§6) is at least two-thirds of the inhabitable area of the house in question. The following shall be deemed to be the total inhabitable area of a workman's dwelling :

(1) in the case of family dwellings, the total area of the floor contemplated in §6 (1) ;

(2) in the case of houses for single persons and lodging-houses, the total area of the floor used for the purposes of the institutions in question. Rooms in the house in question used for business or industrial purposes shall be included in the total inhabitable area of the house except in the case of small workshops [§8 (4)].

8. Loans granted or secured in pursuance of this Act shall in no circumstances exceed 90 per cent. of the realisable value of the property.

The following shall be deemed to be the realisable value, as distinct from the total value (§5) :

(1) the value of the site required for the construction of the house or necessarily acquired with the house ;

(2) the value of that part of the house which is used for workmen's dwellings ;

(3) the value of the necessary outhouses (stables, sheds) in the case of houses provided for the use of agricultural workmen only ;

(4) the value of any small workshops contained in the house.

9. The Housing Fund shall be divided into two departments corresponding to the objects contemplated in §4 (a) and (b). Separate accounts must be kept of the property of the two departments (§17). Each department shall receive the interest on its own capital.

The funds belonging to the security department §4 (a) shall be profitably invested in such manner that the ready money required to meet the liabilities of the Department shall always be easily available.

The rules of the Housing Fund shall prescribe in what proportions the annual subvention contemplated in §3 shall be divided between the two departments.

10. The willingness of the security department to give security must be limited by its capacity to meet its obligations permanently as far as can be judged. The rules shall contain more detailed regulations on the matter.

The total amount of the sums for which the security department gives security shall not exceed 200 million krone. The State shall guarantee these liabilities of the Fund up to the aforesaid maximum.

11. The loans for which the Fund acts as security shall be treated as trustee investments.

12. Those building associations shall be deemed to be public benefit societies the rules of which contain provisions limiting the dividends payable to its members to 5 per cent. on their paid-up shares and providing, in the event of the dissolution of the association, for the repayment to the

members of sums not exceeding the value of their paid-up shares, any surplus to be devoted to the general benefit.

13. The Fund may acquire buildings on which loans are received which are granted by the Fund or for which the Fund acts as security, and it may also take over the claims for which it has given security if this appears to be necessary in order to protect the Fund against loss.

14. When in view of its having applied or proposing to apply some of its funds to the construction of buildings or the acquisition of property or to the paying out of sums of money for the redemption of mortgages, the Fund has to go through any legal formalities, it shall be represented by the Procurator Fiscal (Finanzprokuratur) in whose district the property in question is situate.

15. The Minister of Public Works in agreement with the Minister of Finance shall issue a set of rules for the execution of the provisions of this Act, which shall, *inter alia*, regulate the acquisition and management of workmen's dwellings by the Housing Fund.

Housing Committees may be appointed for the purpose of studying housing conditions. These committees shall, in particular, report on applications for loans, and may make application on their own behalf. They shall include amongst their members, especially, representatives of the Communal Authorities, of social insurance institutions and of public benefit building associations.

16. Applications addressed to the Housing Fund or to its officials for the purposes of this Act, and supplements to such applications, and all documents relating to the giving of security by the Housing Fund in conformity with §4 (a) shall be stamp and duty free.

17. A report on the position and operation of the Housing Fund shall be laid before the Reichstag annually.

18. This Act shall come into operation on the date of its promulgation.

19. Our Ministers of Public Works and Finance, in agreement with the other Ministers, concerned are entrusted with the execution of this Act.

III. Denmark

1. *Bekendtgørelse om offentlig Anerkendelse som Sygekasse af "Sygeforsikring for udenlandske Landarbejdere."* (Den 16de Februar, 1909.)

Notification granting State recognition as a sick fund to the "Sickness Insurance Fund for foreign agricultural workmen." (Dated 16th February, 1909.)

2. *Bekendtgørelse om Undtagelse fra Forbudet mod Arbejde i Fabrikker m. v. paa Folkekirkens Helligdage.* (Den 26de Februar, 1909.)

Notification allowing exceptions to the prohibition of work in factories, etc., on festivals of the National Church. (Dated 26th February, 1909.)

In pursuance of §5 of the Act (No. 134) of 22nd April, 1904,* relating to the public rest day on festivals of the National Church and on Constitution Day, the Minister of the Interior issued the Notifications of 18th August, 1904.† (No. 140), of 1st February, 1905‡ (No. 16), and 22nd January, 1906,**

* Text G.B. Vol. III., p. 394, No. 1.

† Text G.B. Vol. III., p. 397, No. 2.

‡ Text E.B. Vol. II., p. 6, No. 2.

** Text E.B. Vol. II., p. 369, No. 1.

(No. 11), allowing certain exceptions to the prohibition of work in factories and workshops on festivals of the National Church and from noon on Constitution Day.

The said Notifications are hereby supplemented as follows:—

Under I.—Industries coming under (a) of the provisions of the Act. The following shall be added:

13. Gas works; 14. Establishments supplying electric light.

Under II.—Establishments coming under (b) of the provisions of the Act. The following shall be deleted:

22. Gas works, 23. Establishments supplying electric light.

3. *Bekendtgørelse om Inddraget af Mergel-Foretagender under de i §1, Nr. 2 i Lov Nr. 151 af 27de Maj 1908, om Forsikring mod Folger af Ulykkes-tilfælde i Landbrug, Skovbrug, Havebrug m.m. nævnte Virksomheder.* (Den 11te Januar 1910.)

Notification respecting the inclusion of marl pits among the undertakings named in §1 (2) of the Act (No. 151) of 27th May, 1908, relating to insurance against the consequences of accidents in agriculture, forestry, gardening, etc.* (Dated 11th January, 1910.)

4. *Bekendtgørelse om en ændret Affattelse af §13 i Regulativ Nr. 4 af 9de Januar 1904 for Bogtrykkerier og Skriftsloberier.* (Den 17de Januar 1910.)

Notification amending §13 of the Order (No. 4) of 9th January, 1904, relating to printing works and type foundries.† (Dated 17th January, 1910.)

5. *Bekendtgørelse om Ændringer i de af Indenrigsministeriet i Folge Lov om Arbejde i Fabriker Nr. 71 af 11te April 1901, §8 udfaerdigede Regulativer.* (Den 16de Marts 1910.)

Notification amending the Order issued by the Minister of the Interior, in pursuance of §8 of the Act of 11th April, 1901,‡ (No. 11), relating to work in factories. (Dated 16th March, 1910.)

6. *Lov (Nr. 93. 1910) om Foranstaltninger i Anledning af den ekstraordinaere Arbejdsloshed.* (Den 16de April 1910.)

Act (No. 93, 1910) relating to measures to be adopted in case of exceptional unemployment. (Dated 16th April, 1910.)

IV. Spain

1. *Real decreto creando en el Ministerio de la Gobernacion, y dependiente de la Subsecretaria del mismo, una Seccion especial de Reformas Sociales.* (4 de Junio de 1907.) (Boletin del Instituto de Reformas Sociales III., 1073.)

Royal Decree respecting the creation in the Ministry of the Interior of a special Department for Social Reform which shall be under the control of the Under-Secretary of State for the Interior. (Dated 4th June, 1907.)

1. A special Department shall be created in the Ministry of the Interior, under the control of the Under-Secretary of State for the Interior, and the primary object of which shall be to act as a channel of communication between the Institute of Social Reform and the Minister of the Interior.

* Text E.B. Vol. III., p. 342, No. 1.

† Text G.B. Vol. III., p. 261, No. 2.

‡ Text G.B. Vol. I., p. 13.

2. The General Secretary of the Institute of Social Reform shall be head of the special Department, and he shall transact the business of his Department with the Under-Secretary of State or directly with the Minister. In the absence, through illness or otherwise, of the head of the Department, the official of the Secretary-General's office to be appointed in pursuance of §144 of the Royal Decree of 15th August, 1903,* shall act as his substitute.

3. There shall be allotted to the Department in question the number of employees in the Ministry required for the performance of the work of the Department.

2. *Real orden aprobando el Reglamento para el régimen de operaciones y financiero del Instituto Nacional de Prevision, para que como tal pueda entrar en vigor des de esta fecha.* 17de Agosto de 1910. (B.d.I.d.R.S. VII., 248.)

Royal Decree sanctioning the rules for the management and financial arrangements of the National Insurance Institution, and directing that the said rules shall come into operation immediately. (Dated 17th August, 1910.)

3. *Real orden disponiendo se abra una informacion publica y por escrito acerca de las condiciones en que se presta el trabajo en las minas y reglamentacion que convendria establecer en este clase de explotaciones.* 18de Agosto de 1910. (B.d.I.d.R.S. VII., 247.)

Royal Decree ordering a public inquiry to be held and a report to be furnished in writing on the conditions of work in mines and the regulations required for such undertakings. (Dated 18th August, 1910.)

4. *Reglamento de operaciones del Instituto Nacional de Prevision, aprobado por la Real orden de 20de Agosto de 1910.* (B.d.I.d.R.S. VII., 249.)

Rules respecting the management of the National Insurance Institution. (Sanctioned by Royal Decree on 20th August, 1910.)

5. *Real decreto autorizando al Ministro de la Gobernacion para presentar a las Cortes un proyecto de Ley prohibiendo el trabajo nocturno de la mujer.* 27de Septiembre 1910. (B.d.I.d.R.S. VII., 411.)

Royal Order authorising the Minister of the Interior to lay before the Cortes a Bill relating to the prohibition of the night-work of women. (Dated 27th September, 1910.)

6. *Real decreto disponiendo que por el Ministerio de la Gobernacion, oyendo al Instituto Nacional de Prevision, se consigne en el proyecto de Ley de Presupuestos la cifra correspondiente para establecer pensiones de retiro para los funcionarios dependientes del mismo que desempeñen trabajos manuales, disfruten sueldo menor de 1500 pesetas anuales y no tengan derecho a jubilacion.* 29de Septiembre 1910. (B.d.I.d.R.S. VII., 418.)

Royal Order directing that the Minister of the Interior, after consultation with the National Insurance Institution, shall insert in the Estimates Bill an appropriation for the provision of Old Age Pensions for persons employed by the Ministry of the Interior in manual work, whose wages are less than 1,500 pesetas per annum and who are not entitled to pensions. (Dated 29th September, 1910.)

* Extract G.B. Vol. II., p. 345.

7. *Real decreto creando la Junta Consultiva de Industria, Trabajo, Comercio Comunicaciones Maritimas.* 7de Octubre de 1910. (B.d.I.d.R.S. VII., 544.)

Royal Order creating an Advisory Committee for Industry, Labour, Commerce and Waterways. (Dated 7th October, 1910.)

8. *Real orden disponiendo que los maquinistas encargados de las maquinas destinadas en las minas para la bajada y subida de obreros, extraccion, desagüe y transporte por cables, planos y ferrocarriles mineros, habran de estar provistos del correspondiente titulo profesional que les habilite para el manejo de las maquinas y motores, o, en su defecto, de un certificado de aptitud, expedido por un Ingeniero-Director tecnico de cualquiera de las explotaciones en que aquellos hayan prestado servicios.* 12 de Noviembre de 1910. (B.d.I.d.R.S. VII., 668.)

Royal Order requiring that engineers in charge of apparatus for raising up and lowering workmen, of draining operations and of transport by means of cables, inclined planes and mines railways, shall be in possession of an industrial certificate showing that they are suitable persons to tend the apparatus and engines, or else of a certificate of capacity granted by a director with technical qualifications of an undertaking where they have been employed. (Dated 12th November, 1910.)

9. *Real orden disponiendo que los Gobernadores civiles informen al Consejo Superior de Emigracion de todas las emigraciones que en la provincia de su mando se proyecten y que, por su importancia numerica, deban considerarse como colectivas.* 29de Noviembre de 1910. (B.d.I.d.R.S. VII., 678.)

Royal Decree requiring the local Governor to notify the Central Emigration Committee when such a large number of persons intend to emigrate together from their Provinces as to constitute a collective emigration. (Dated 29th November, 1910.)

10. *Real decreto creando en el Ministerio de Fomento la Direccion general de Comercio, Industria y Trabajo.* 2de Diciembre de 1910. (B.d.I.d.R.S. VII., 679.)

Royal Decree respecting the creation in the Ministry of Public Works of a Department for Commerce, Industry and Labour. (Dated 2nd December, 1910.)

11. *Real orden referente al alcance de la excepcion de los preceptos de la Ley del Descanso en domingo que por las disposiciones vigentes se concede a los cafes economicos.* 5de Diciembre de 1910. (B.d.I.d.R.S. VII., 683.)

Royal Decree respecting the exemption in conformity with the enactments in force of popular coffee-houses from the requirements of the Sunday Rest Act. (Dated 5th December, 1910.)

12. *Real orden considerando el papel de fumar incluodi entre los articulos cuya venta esta autorizada en domingo en las expendedurias de la Compania Arrendataria de Tabacos.* 19de Diciembre de 1910. (B.d.I.d.R.S. VII., 783.)

Royal Decree directing that cigarette papers shall be included amongst the goods which may lawfully be sold on Sundays at places of sale belonging to the Tobacco Monopoly Company. (Dated 19th December, 1910.)

13. *Ley fijando la jornada maxima de trabajo en las minas.* 27 de Diciembre de 1910. (B.d.I.d.R.S. VII., 823.)

Act establishing a maximum working day in mining undertakings. (Dated 27th December, 1910.)

1. The provisions of this Act shall apply to work in the extraction of minerals for direct use, namely, the cutting of the ore in shafts, galleries and other places whether above or below ground (a roza abierta o subterráneamente), drainage work, work in the interests of the security and sanitation of the mine, the use of machinery in the operations and in the transporting of persons, minerals, rubbish and materials in the interior of the mine, and all occupations directly connected with the extraction of minerals.

The provisions of this Act shall also apply to turf-cutting undertakings, stone quarries or undertakings for extracting building materials, whether above or below ground, sea salt works, and rock salt works, and the getting of underground mineral and medicinal waters.

The provisions of this Act shall not apply to work in offices and workshops outside the mine which is similar to work performed in other industries, regardless of whether the work in question is performed in the service of the mine, and work in workshops for the preparation of mineral substances by a mechanical process, and ore-dressing works.

2. Workmen within the meaning of this Act shall be all persons employed in work specified in the foregoing Section, excepting the employers and officials of the mining undertakings.

3. In the case of work below ground, the normal working day shall not exceed nine hours.

4. The normal working day in mining operations above ground and in allied occupations within the meaning of §1 shall not exceed nine and a half hours on an average for the year; the daily period of employment shall be regulated during the different seasons according to the daylight, and shall never exceed ten hours.

5. It shall not be lawful to increase the length of the normal working day in undertakings where, in conformity with the rules of employment, with agreements, or with local usage the period of employment is shorter than the period of employment contemplated in this Act.

6. In the case of work below ground the working day shall be deemed to commence when the first workman enters the shaft, gallery or passage, regardless of the time occupied in reaching the workplace, and to terminate at the moment when the first workman to return reaches the entrance of the mine.

Breaks for meals and periodical breaks in work within the mine shall not be included in the period of employment, and shall be regulated for each undertaking by the rules of employment, by agreement, or by local usage. Notwithstanding, breaks which are not dependent upon the wishes of the workmen, but are required by the conditions of work, shall be included in the period of employment.

In the case of work above ground, the period of employment shall commence at roll-call or when the workmen are registered by any method as having commenced work, and shall terminate on the termination of the shift (en el tajo). The breaks in work shall not be included in the period of employment, and interruptions required by the conditions of work shall be so included.

7. In so far as concerns work contemplated in §1, the time required to set the machines in motion or to stop the machines shall not be included in the maximum working day of engineers, stokers, and, generally, workmen of all kinds employed in tending the machinery.

8. In the event of the ladders, winches, cages, baskets, machinery and apparatus used for raising and lowering the workmen employed in the shafts and galleries being damaged or prevented from working, the working day may be correspondingly extended for a period not exceeding the period which is absolutely necessary for repairing the damage. The owner or occupier of the undertaking, who must inform the Governor and the Chief Inspector of Mines of the province, of the damage and the means adopted for repairing the same, shall be held responsible in the event of the said Authorities deeming it necessary to intervene.

9. The normal period of employment may be worked twice within a period of twenty-four hours :

If there is reason to fear that the interruption of work would cause serious modifications of the mine or a part of the same ;

In undertakings where, in accordance with local usage and with agreements with the workmen, a complete holiday follows a working day on which two shifts are worked ;

In the case of shifts working on a Saturday to perform urgent repairing work in order to avoid Sunday work ;

In all such cases a break of at least four hours must be allowed between each shift comprising the same workmen.

The owner or occupier of the undertaking must in the first case obtain the sanction of the Governor of the Province granted in pursuance of a report of the Mining Engineer, and in the third case he must obtain the sanction of the Mayor.

10. The period of employment may be extended in the following cases :—

(1) When life or property is in immediate danger or when accidents occur which must be dealt with without delay. In such cases and in cases of *force majeure* the employer, in order to obviate an actual or threatened damage, may extend the period of employment on his own responsibility until he obtains the sanction of the Governor ;

(2) In mining undertakings where, in view of their topographical situation, operations can only be carried on for a period not exceeding six months per annum ;

(3) When in view of the technical requirements of the undertaking it is not possible to observe the maximum working day prescribed by law.

In the second and third cases, the amount of overtime worked shall not exceed one hour on any one day or six hours during any one week. Sanction for overtime shall be granted by the Minister of the Interior after consultation with the Mining Council (Consejo de Minería) and the Institute of Social Reform. In the third case the sanction shall be of a temporary character, and shall be granted in respect of a term not exceeding six months, renewable in cases of exceptional necessity.

11. The Government shall have power to suspend provisionally the application of this Act in cases of the greatest urgency when material interests are affected. The Institute of Social Reform and the State Council must be consulted before the Act is definitely suspended.

12. In the event of the maximum working day being increased by overtime worked in pursuance of §§7, 8, 9 and 10 of this Act, the workmen shall be paid additional wages in respect of such overtime, conformably to the agreements in force between the employer and the workmen.

13. The workmen shall not be employed for more than six hours in any one day :

(1) in parts of the underground workings where under normal conditions of work the usual temperature is at least 30°C., and where the workmen are obliged to stand in water or mud continuously during work.

Work shall not be performed where the temperature exceeds 42°C., except in cases of unavoidable necessity or urgent danger.

(2) in the mines of Almaden in work below ground and unhealthy work above ground.

In other exceptional cases where the health of the workmen is endangered, the Government, after consultation with the Mining Council and the Sanitary Council, shall fix the number of hours which shall be deemed to be the normal working day in the case in question.

It shall be unlawful to employ the same workmen in double shifts in any of the aforesaid cases.

14. It shall be unlawful to employ women and children under sixteen years of age below ground.

Work performed away from the workings shall be regulated by the provisions of the Act of 13th March, 1900 ; notwithstanding, the period of employment shall in no circumstance exceed nine and a half hours, as prescribed in §4.

15. This Act and the Orders in pursuance of the same shall be affixed in the undertakings in a conspicuous place.

16. The owners or occupiers of undertakings specified in §1 shall be held responsible for any contraventions of the provisions of this Act and of the Orders in pursuance of the same, regardless of whether the owner or occupier in question is an individual or a company.

17. Contraventions of this Act or of the Orders in pursuance of the same shall be punishable with a fine of not less than fifty and not exceeding 2,500 pesetas. Such fines shall be payable by the owner or occupier of the undertaking unless he is able to prove that he is not responsible for the contravention in question. In the case of a repeated offence within one year the fine shall be doubled.

All fines shall be payable to the fiscal Authorities in paper currency (papel de pagos).

The Civil Governors, after hearing the management of the mine (Jefatura de Minas) and the Provincial Committee of Social Reform, shall have jurisdiction in cases of contravention of this Act and of the Orders in pursuance of the same, and shall have power to impose penalties.

Appeal against the decision of the Civil Governor may be lodged within thirty days with the Minister of the Interior, whose decision, given after consultation with the Institute of Social Reform, shall be final.

In the event of the owner or occupier of the undertaking appealing against the decision of the Civil Governor, the fine shall not be recoverable until the Minister of the Interior, after consultation with the Institute of Social Reform, has given a final decision, which decision must be given within thirty days.

The Institute of Social Reform may propose, when consulted, that the fine shall be increased by 10 per cent.

18. Persons contravening this Act shall be prosecuted officially.

19. The Orders or regulations required for the enforcement of this Act and the Order relating to fines shall be issued and put into operation within two months after the publication of this Act. During the period in question the persons concerned may make suggestions or complaints to the Minister of the Interior.

The Mining Council and the Institute of Social Reform shall be consulted on the preparation and any later amendment of the Orders in question.

V. Great Britain and Ireland

1. **Regulations, dated 15th May, 1909, made by the Secretary of State under §1 (5) of the Coal Mines Regulation Act, 1908* (Edw. 7, c. 57). (Statutory Rules and Orders, 1909 No. 516.)**

2. **An Act to authorise the making of such modifications in the Workmen's Compensation Act, 1906,† in its application to French Citizens, as may be necessary to give effect to a Convention between His Majesty and the President of the French Republic‡ (9 Edw. 7, ch. 16). (Dated 20th October, 1909.)**

1. His Majesty may, by Order in Council, make such modifications in the Workmen's Compensation Act, 1906, in its application to workmen who are French citizens, as appear to him to be necessary to give effect to the said Convention ; and the Workmen's Compensation Act, 1906, shall apply to such workmen, subject to the modifications contained in the Order.

2. This Act may be cited as the Workmen's Compensation (Anglo-French Convention) Act, 1909.

3. **An Act to amend the Law relating to the Housing of the Working Classes, to provide for the making of Town Planning schemes, and to make further provision with respect to the appointment and duties of County Medical Officers of Health, and to provide for the establishment of Public Health and Housing Committees of County Councils (9 Edw. 7 c. 44). (Dated 3rd December, 1909.)**

4. **An Act to make provision with respect to Organisation for the purpose of Rescue and Aid in the case of Accidents in Mines (10 Edw. 7, and 1 Geo. 5 c. 15). (Dated 3rd August, 1910.)**

1. (1) The Secretary of State may by order, made in accordance with this Act, of which notice shall be given in such manner as he may direct, require such provision as he may consider to be necessary to be made at all mines or any class of mines in regard to all or any of the following matters :—

(a) Supply and maintenance of appliances for use in rescue work, and formation and training of rescue brigades :

(b) Supply and maintenance of ambulance appliances and the training of men in ambulance work.

(2) The owner, agent, or manager of a mine shall, in the event of failure to comply with the provisions of any order made under this Act, be liable on summary conviction to a fine not exceeding twenty pounds, and to a further fine not exceeding one pound for every day during which the failure to comply continues after conviction thereof.

* Text E.B., IV., p. 94. † Text E.B., I., p. 18. ‡ Text E.B., IV., p. 163.

2. (1) Before the Secretary of State makes any order under this Act, he shall publish, in such manner as he may think best adapted for informing persons affected, notice of the proposal to make the order, and of the place where copies of the draft order may be obtained, and of the time (which shall not be less than thirty days) within which any objections made with respect to the draft order by or on behalf of persons affected must be sent to the Secretary of State.

(2) Every objection must be in writing and state—

(a) the specific grounds of objection ;

(b) the omissions, additions, or modifications asked for.

(3) The Secretary of State shall consider any objection made by or on behalf of any persons appearing to him to be affected which is sent to him within the required time, and he may, if he thinks fit, amend the draft order, and the foregoing provisions shall apply to the amended draft in like manner as they apply to the original draft.

(4) If, after the publication of the notice with respect to any such draft order (whether an original or amended draft), any general objection as hereinafter defined is made within the required time with respect to the draft and not withdrawn, the order shall not be made by the Secretary of State until that objection has been referred to a referee agreed upon between the Secretary of State and the objectors or, in default of agreement, appointed by the Lord Chief Justice of England.

If on any such reference the referee considers that the draft order should be varied to meet the objection, he shall recommend any variation which he considers necessary or expedient, and effect shall be given to those recommendations in the order, if made.

(5) If the Secretary of State considers that any objection, though not a general objection, is of such a character that it is desirable to refer it to a referee, he may so refer it, and in that case the foregoing provisions shall apply as in the case of a general objection.

(6) For the purposes of this section a " general objection " means an objection made either by or on behalf of owners of mines employing not less than one-third of the total number of men employed at the mines affected by the proposed order, or, if the order contains different provisions for different classes of mines, of the total number of men employed in any such class of mines, or by or on behalf of not less than one-third of the total number of men so employed.

The number of men employed shall be calculated in accordance with the returns for the last preceding year sent by owners of mines to the inspectors in pursuance of section thirty-three of the Coal Mines Regulation Act, 1887, and section one of the Metalliferous Mines Regulation Act, 1875.

(7) The Secretary of State may make regulations as to the procedure and costs on a reference under this Section, and those regulations shall have effect accordingly.

(8) An order under this Act may be revoked, altered, or added to by an order made in like manner and subject to the same provisions as the original order.

3. (1) The expression " mine " means any mine to which the Coal Mines Regulation Acts, 1887 to 1908, or the Metalliferous Mines Regulation Acts, 1872 and 1875, apply.

(2) This Act may be cited as the Mines Accidents (Rescue and Aid) Act, 1910.

- 5. Regulations, dated 23rd August, 1910, made by the Board of Trade, establishing a Trade Board, under §11 of the Trade Boards Act, 1909* (9 Edw. 7, c. 22) for the making of Boxes or parts thereof made wholly or partially of Paper, Cardboard, Chip, or similar material, in Ireland. (Statutory Rules and Orders, 1910, No. 899.)**

1. A Trade Board shall be established for that branch of the Box Trade in Ireland which is engaged in the making of boxes or parts thereof made wholly or partially of paper, cardboard, chip, or similar material.

2. The Board shall consist of not less than 11 and not more than 15 persons, namely, three appointed members, and members representing employers and workers, respectively, in equal proportions. The Chairman and Deputy Chairman shall be such of the members as may be nominated by the Board of Trade.

3. Four members, representing employers, shall be elected by employers in the above trade as follows :—

Two representatives by employers in Belfast.

One representative by employers in Dublin.

One representative by employers in Londonderry.

4. Four members, representing workers, shall be elected at meetings of workers in the above trade as follows :—

One representative, being a woman, at a meeting of women workers in Belfast.

One representative, being a man, at a meeting of men workers in Belfast.

One representative at a meeting of workers in Dublin.

One representative at a meeting of workers in Londonderry.

5. The election of representatives of employers and workers respectively shall be held under the supervision of the Board of Trade and in such manner as they may determine. A casual vacancy among members representing employers or workers in any of the areas above specified shall be filled by election by employers or workers, as the case may be, in that area.

6. The Board of Trade may, if they think it necessary in order to secure proper representation of any classes of employers or workers, after giving an opportunity to the Trade Board to be heard, nominate additional representative members on the Trade Board, and such representative members may be nominated either for the whole term of office of the Board or for any part thereof. The number of such additional representative members shall not at any time exceed four, two on each side.

7, 8, 9, 10 and 11. [The same as §§ 6, 7, 8, 9 and 10 of the Regulations for Box Trade, dated 27th April, 1910.]†

- 6. Regulations, dated 23rd August, 1910, made by the Board of Trade, establishing a Trade Board, under §11 of the Trade Boards Act, 1909 (9 Edw. 7, c. 22), for the Ready-made and Wholesale Bespoke Tailoring Trade in Ireland engaged in making Garments to be worn by Male Persons. (Statutory Rules and Orders, 1910, No. 900.)**

1. A Trade Board shall be established for those branches of the Ready-made and Wholesale Bespoke Tailoring Trade in Ireland which are engaged in making garments to be worn by male persons.

* Text E.B., V., p. 23. † Text E.B. V., p. 242, No. 5.

2. The Board shall consist of not less than 13 and not more than 17 persons, namely, three appointed members, and members representing employer and workers, respectively, in equal proportions. The Chairman and Deputy Chairman shall be such of the members as may be nominated by the Board of Trade.

3. Five members, representing employers in the above branches of trade, shall be elected as follows :—

Two members by such employers in Belfast.

One member by such employers in Dublin.

One member by such employers in Limerick.

One member by such employers in Cork.

4. Five members, representing workers, shall be elected at meetings of workers in the above trade as follows :—

One representative (being a woman) at a meeting of women workers in Belfast.

One representative (being a man) at a meeting of men workers in Belfast.

One representative at a meeting of workers in Dublin.

One representative at a meeting of workers in Limerick.

One representative at a meeting of workers in Cork.

5. The election of representatives of employers and workers respectively shall be held under the supervision of the Board of Trade and in such manner as they may determine. A casual vacancy among members representing employers or workers in any of the areas above specified shall be filled by election by employers or workers, as the case may be, in that area.

6. The Board of Trade may, after giving an opportunity to the Trade Board to be heard, extend the functions of the Trade Board by bringing within their scope any other branch of tailoring covered by paragraph (1) of the schedule to the Trade Boards Act. The Board of Trade shall give three months' notice of their intention to bring any such branch of work within the scope of the Trade Board by advertisement in the "Dublin Gazette," and, so far as practicable, in trade papers.

7. [The same as §5 of the Regulations for the Lace Trade, dated 4th May, 1910.]*

8. The term of office of the first Trade Board shall be three years.

9. [The same as §7 of the Regulations for the Lace Trade, dated 4th May, 1910.]*

10. Every member of the Trade Board shall have one vote. If at any meeting of the Board the numbers of members present representing employers and workers, respectively, are unequal, it shall be open to the side which is in the majority to arrange that one or more of their members shall refrain from voting, so as to preserve equality. Failing such an arrangement, the Chairman, or in his absence the Deputy Chairman, may, if he thinks it desirable, adjourn the voting on any question to another meeting of the Board.

11. Any representative of employers or workers who fails without reasonable cause to attend one-half of the total number of meetings in one year shall vacate his seat, but shall be eligible to be elected or nominated again, as the case may be.

12. Any question upon the construction or interpretation of these regulations shall in the event of dispute be referred to the Board of Trade for decision.

* E.B. Vol. III., p. 139.

7. An Act to enable certain Local Education Authorities to give boys and girls information, advice, and assistance with respect to the choice of employment (10 Edw. 7 and 1 Geo. 5, c. 37). (Dated 28th November, 1910.)

1.—(1) The powers conferred upon the councils of counties and county boroughs as local education authorities under §2 of the Education Act, 1902 (in this Act called the principal Act), shall include a power to make arrangements, subject to the approval of the Board of Education, for giving to boys and girls under seventeen years of age assistance with respect to the choice of suitable employment, by means of the collection and the communication of information and the furnishing of advice.

(2) The council of a county, and the council of a non-county borough or urban district within the county who are a local education authority under Part III. of the principal Act, may, as part of their powers under Part II. of that Act, enter into and carry into effect arrangements or agreements for the co-operation of the council of the borough or district with the county council in respect of the exercise by the county council of their powers under this Act, either—

(a) by rendering to the county council such assistance as may be arranged or agreed ; or

(b) by exercising within the borough or district, on behalf of the county council, all or any of the powers of that council under this Act ; and any such arrangement or agreement may, amongst other things, provide for the proportion in which the expenses incurred under it are to be borne by the councils respectively.

(3) The expenses incurred under this Act by any Council (whether the council of a county, county borough, borough, or urban district) shall be defrayed as part of the expenses of that council under §2 or §3 of the principal Act, as the case may be.

2. This Act may be cited as the Education (Choice of Employment) Act, 1910 and this Act and the Education Acts, 1870 to 1909, may be cited together as the Education Acts, 1870 to 1910.

8. The Explosives in Coal Mines Order of the 16th December, 1910. (Statutory Rules and Orders, 1910, No. 1338.)

9. The Home Work Order of 10th April, 1911. (Statutory Rules and Orders, 1911, No. 394.)

In pursuance of §§107, 108, and 110 of the Factory and Workshop Act, 1901, I hereby make the following Order :—

1. Section 107 (relating to lists of out-workers) and §108 (relating to employment in unwholesome premises) shall apply to the following classes of work :—

The making, cleaning, washing, altering, ornamenting, finishing, and repairing of wearing apparel ;

The making up, ornamenting, finishing and repairing of table linen, bed linen or other household linen (including in the term “linen” articles of cotton or cotton and linen mixtures) and any processes incidental thereto ;

The making, ornamenting, mending, and finishing of lace and of lace curtains and nets ;

The making of curtains and furniture hangings and any processes incidental thereto ;

Cabinet and furniture making and upholstery work ;

The making of electro-plate ;
 The making of files ;
 The manufacture of brass and of any articles or parts of articles of brass (including in the term "brass" any alloy or compound of copper with zinc or tin) ;
 Fur-pulling ;
 The making of iron and steel cables and chains ;
 The making of iron and steel anchors and grapnels ;
 The making of cart gear, including swivels, rings, loops, gear buckles, mullin bits, hooks, and attachments of all kinds ;
 The making of locks, latches, and keys ;
 The making or repairing of umbrellas, sunshades, parasols, or parts thereof ;
 The making of artificial flowers ;
 The making of nets other than wire nets ;
 The making of tents ;
 The making or repairing of sacks ;
 The covering of racquet or tennis balls ;
 The making of paper bags ;
 The making of boxes or other receptacles, or parts thereof, made wholly or partially of paper, cardboard, chip, or similar material ;
 The making of brushes ;
 Pea picking ;
 Feather sorting ;
 The carding, boxing, or packeting of buttons, hooks and eyes, pins, and hair pins ;
 The making of stuffed toys ;
 The making of baskets ;
 And any processes incidental to the above.

2. §110 (relating to the prohibition of home work in places where there is infectious disease) shall apply to the following classes of work :—

The making, cleaning, washing, altering, ornamenting, finishing, and repairing of wearing apparel and any work incidental thereto (as in the said Section specified) ;
 The making up, ornamenting, finishing and repairing of table linen, bed linen or other household linen (including in the term "linen" articles of cotton or cotton and linen mixtures) and any processes incidental thereto ;
 The making, ornamenting, mending, and finishing of lace and of lace curtains and nets ;
 The making of curtains and furniture hangings and any processes incidental thereto ;
 Upholstery work ;
 Fur-pulling ;
 The making or repairing of umbrellas, sunshades, parasols, or parts thereof ;
 The making of artificial flowers ;
 The making of nets other than wire nets ;
 The making of tents ;
 The making or repairing of sacks ;
 The covering of racquet or tennis balls ;
 The making of paper bags ;

The making of boxes or other receptacles, or parts thereof, made wholly or partially of paper, cardboard, chip, or similar material ;

The making of brushes ;

Pea picking ;

Feather sorting ;

The carding, boxing, or packeting of buttons, hooks and eyes, pins, and hair pins ;

The making of stuffed toys ;

The making of baskets ;

And any processes incidental to the above.

3. The lists of out-workers required to be kept by §107 and the copies thereof shall be kept and made in the form and manner and with the particulars shown in the Schedule hereto.

4. This Order may be referred to as the Home Work Order of the 10th April, 1911.

5. The Home Work Order of the 23rd May, 1907, is hereby revoked.

SCHEDULE.

LIST OF OUT-WORKERS.

A correct list of out-workers employed in the following classes of work—

- (1) the making, cleaning, washing, altering, ornamenting, finishing, and repairing of wearing apparel ;
- (2) the making-up, ornamenting, finishing and repairing of table linen, bed linen, or other household linen (including in the term "linen" articles of cotton or cotton and linen mixtures) and any processes incidental thereto ;
- (3) the making, ornamenting, mending, and finishing of lace and of lace curtains and nets ;
- (4) the making of curtains and furniture hangings and any processes incidental thereto ;
- (5) cabinet and furniture making and upholstery work ;
- (6) the making of electro-plate ;
- (7) the making of files ;
- (8) the manufacture of brass and of any articles or parts of articles of brass (including in the term "brass" any alloy or compound of copper with zinc or tin).
- (9) fur-pulling ;
- (10) the making of iron and steel cables and chains ;
- (11) the making of iron and steel anchors and grapnels ;
- (12) the making of cart gear, including swivels, rings, loops, gear buckles, mullin bits, hooks, and attachments of all kinds ;
- (13) the making of locks, latches, and keys ;
- (14) the making or repairing of umbrellas, sunshades, parasols, or parts thereof ;
- (15) the making of artificial flowers ;
- (16) the making of nets other than wire nets ;
- (17) the making of tents ;
- (18) the making or repairing of sacks ;
- (19) the covering of racquet or tennis balls ;
- (20) the making of paper bags ;
- (21) the making of boxes or other receptacles, or parts thereof, made wholly or partially of paper, cardboard, chip, or similar material ;
- (22) the making of brushes ;

- (23) pea picking ;
- (24) feather sorting ;
- (25) the carding, boxing, or packeting of buttons, hooks and eyes, pins, and hair pins ;
- (26) the making of stuffed toys ;
- (27) the making of baskets ;
- and any porcesses incidental to the above ;

must be kept in the form and with the particulars specified below in the factory or workshop or place from which the work is given out, and must be open to inspection by H.M. Inspectors and the officers of the local authority ; and a copy of the list, signed and dated and corrected up to that date, must be forwarded to the local authority of the district on or before the first day of February and on the first day of August in each year.

In order that the list may be correct, the name of any person newly taken into employment should be immediately entered, and the name of any person ceasing to be employed should be immediately struck out.

Factory, Workshop, or { Full Postal Address
 Place from which the { Business
 work is given out { Name of Occupier
 List of persons directly employed by
 in the business of, but outside, the above Factory, Workshop,
 or Place, in the classes of work specified above.

Name in full.	Whether employed as Workman (W) or Contractor (C).	Class of work. (Specify by means of index numbers as above.)	Place of Employment, i.e. place where the work is actually done.	Address. [No entry need be made in this column if the entry in column (4) is a sufficient address.]
(1)	(2)	(3)	(4)	(5)

10. The Explosives in Coal Mines Order of 22nd April, 1911. (Statutory Rules and Orders, 1911, No. 395.)

Va. British Colonies

I. ASIA.

CYPRUS.

1. **A Law to prescribe Working and Transaction Hours on Sundays for Public Houses (No. III., 1907). (Dated 4th April, 1907.)**
2. **A Law to provide for the Inspection of Steam Boilers (No. V., 1907). (Dated 10th May, 1907.)**

3. A Law to prescribe Working Hours on Sundays for Greek Orthodox Christians (No. X., 1908). (Dated 2nd June, 1908.)

1. This law may be cited as the Sunday Observance (Greek-Orthodox) Law, 1908.

2. The Sunday Observance (Greek-Orthodox) Law, 1907, is hereby repealed.

3. No Greek-Orthodox Christian shall be allowed (a) to open or enter, for any transaction or business whatever, any grocer's shop, cook-shop, barber's shop, municipal markets, reading-room, or premises occupied by any club or society; (b) to buy or expose for sale, directly or indirectly, on any public road or public place, any food or drink, at any time on Sundays before 8 in the forenoon from the 1st April to the 1st October and before 9 in the forenoon from the 1st October to the 1st April in the towns of Nicosia, Larnaca, including Scala, Limassol, Farmagusta, including Varoshia, Ktema and Kyrenia, or before 7 in the forenoon from the 1st April to the 1st October and before 8 in the forenoon from the 1st October to the 1st April in any other town or village. Provided that this law shall not apply to towns and villages where fairs are customarily held on the days of such fairs, nor to the supply of food and refreshments to persons on a journey at khans outside towns and villages by the side of public roads.

4. Any person who contravenes any provision of Section 3 of this Law shall be liable to a fine not exceeding ten shillings.

2. AMERICA.

I. CANADA (*Dominion*).

An Act to amend the Industrial Disputes Investigation Act, 1907 (9 10 Edw. 7, c. 29). (Assented to 4th May, 1910.)

1. §13 of the Industrial Disputes Investigation Act, 1907,* is amended by adding after the word "peace" in the third line thereof the words "or other person authorized to administer an oath or affirmation."

2. Subparagraph (b) of paragraph 2 of §15 of the said Act is repealed, and the following is substituted therefor:—

(b) A statutory declaration setting forth that, failing an adjustment of the dispute or a reference thereof by the Minister to a Board, to the best of the knowledge and belief of the declarant, a lockout or strike will be declared, and (except where the application is made by an employer in consequence of an intended change in wages or hours proposed by the said employer) that the necessary authority to declare such lockout or strike has been obtained; or, where a dispute directly affects employees in more than one province and such employees are members of a trade union having a general committee authorized to carry on negotiations in disputes between employers and employees and so recognised by the employer, a statutory declaration by the chairman or president and by the secretary of such committee, setting forth that, failing an adjustment of the dispute or a reference thereof by the Minister to a Board, to the best of the knowledge and belief of the declarants a strike will be declared, that the dispute has been the subject of negotiations between the committee and the employer, that all efforts to obtain a satisfactory settlement have failed, and that there is no reasonable hope of securing a settlement by further negotiations."

3. Paragraph 3 of §16 of the said Act is amended by adding at the end thereof the following:—

"or, where a dispute directly affects employees in more than one

* Text E.B., III., p. 223.

province and such employees are members of a trade union having a general committee authorized to carry on negotiations in disputes between employers and employees, and so recognised by the employer, may be signed by the chairman or president and by the secretary of the said committee ; ”

4. Section 51 of the said Act is repealed and the following is substituted therefore :—

“ 51. The members of a Board shall be remunerated for their services as follows :—

(a) to members other than the chairman, an allowance of five dollars a day for a time not exceeding three days during which the members may be actually engaged in selecting a third member of the Board ;

(b) to each member of the Board, including the chairman, an allowance at the rate of twenty dollars for each day's sitting of the Board and for each day necessarily engaged in travelling from or to his place of residence to attend, or after attending a meeting of the Board.”

§57 of the said Act is amended as follows :—

By striking out in the third and fourth lines thereof the words “ and in every case where a dispute has been referred to a Board,” and substituting therefor the words “ and in the event of such intended change resulting in a dispute,” by substituting the word “ the ” before the word “ Board ” in the fifth line thereof ; and by striking out the words “ nor the employees ” in the sixth line thereof.

2. BAHAMA ISLANDS.

1. **An Act to prevent the landing of immigrant paupers and stowaways.** (Assented to 8th June, 1908.)
2. **An Act for the protection of emigrant labourers.** (Assented to 23rd August, 1909.)

3. AUSTRALASIA.

NEW ZEALAND.

1. **An Act to amend the Industrial Conciliation and Arbitration Act, 1908** (1 Geo. 5, No. 68). (Dated 3rd December, 1910.)

1. This Act may be cited as the Industrial Conciliation and Arbitration Amendment Act, 1910, and shall form part of and be read together with the Industrial Conciliation and Arbitration Act, 1908.

2. (1) The Registrar may, on the application of an industrial union made in accordance with a resolution agreed to at a special meeting convened for the purpose, approve of any alteration of the name of the union, and may amend the register accordingly, and issue a new certificate of registration.

(2) No such alteration shall affect the entity of the industrial union.

3. The Court may in its discretion waive any technical irregularity or omission which may have occurred in the submission of a dispute to the Court, provided that the provisions of the Act referring to the particular matter in regard to which the irregularity or omission has occurred have been substantially complied with.

4. (1) One person may be at the same time a Judge of the Supreme Court and the Judge of the Court of Arbitration ; but any person who holds both of these positions shall give priority to the duties imposed upon him as Judge of the Court of Arbitration.

(2) Such person, while holding both positions, shall be paid only the salary of a Judge of the Supreme Court.

(3) Such person shall not be entitled, without the consent of the Governor in Council, to resign one of such positions without at the same time resigning the other also.

(4) Any person who has been or is hereafter appointed the Judge of the Court of Arbitration, and who while acting as such Judge is appointed a Judge of the Supreme Court, shall for the purposes of §12 of the Judicature Act, 1908 (but not for any other purpose), be deemed to have been appointed a Judge of the Supreme Court on the date on which he was appointed the Judge of the Court of Arbitration, but shall be entitled to one superannuation allowance only.

(5) The Civil List Act, 1908, is hereby amended by substituting for the words "To five Puisne Judges of the Supreme Court (each £1,800), £9,000," in the Second Schedule thereto, the following words: "To six Puisne Judges of the Supreme Court (each £1,800), £10,800."

2. An Act to amend the Shops and Offices Act, 1908 (1 Geo. 5, No. 61). (Dated 3rd December, 1910.)

1. This Act may be cited as the Shops and Offices Amendment Act, 1910, and shall form part of and be read together with the Shops and Offices Act, 1908* (hereinafter referred to as the principal Act).

Hotels and Restaurants.

2. In this Act, if not inconsistent with the context—

"Hotel" means any premises in respect of which a publican's licence is granted under the Licensing Act, 1908; and "restaurant" means any premises (other than an hotel) in which meals are provided and sold to the general public for consumption on the premises, and whether or not lodging is provided for hire for the accommodation of persons who desire to lodge therein, and includes a private hotel, a tea-room, and an oyster-saloon.

3. The definitions of "shop" and "shop-assistant" contained in §2 of the principal Act are hereby extended and applied to hotels and restaurants and to the assistants employed therein:

Provided that engineers, electricians, and clerks engaged in hotels shall not be deemed to be shop-assistants.

4. §§3 to 6 and §§25, 27, and 37 of the principal Act shall not apply to hotels and restaurants or to the assistants therein.

5. (1) Except as hereinafter provided, an assistant shall not be employed in or about an hotel or restaurant or its business—

(a) In the case of an hotel, for more than sixty-two hours (excluding meal-times) in any one week in the case of a male whose age exceeds sixteen years, nor more than fifty-eight hours (excluding meal-times) in any one week in any other case; nor

(b) In the case of a restaurant, for more than sixty-two hours (excluding meal-times) in any one week in the case of a male whose age exceeds sixteen years, nor more than fifty-two hours (excluding meal-times) in any one week in any other case; nor

(c) For more than ten hours (excluding meal-times) in any one day; nor

(d) For more than five hours continuously without an interval of at least half an hour for a meal; nor

(e) At any time after two o'clock in the afternoon of such working-day in each week as the occupier in the case of each assistant thinks fit.

(2) Such working-hours may be extended, but not for more than three hours in any one day and not more than ninety hours in any one year.

* Text E.B., V., p. 263.

Written notice of the extended time worked is to be given to the Inspector within twenty-four hours thereof.

(3) Every assistant employed during such extended hours shall, at the first regular pay-day thereafter, be paid for such employment half as much again as the ordinary rate of wages, or the sum of ninepence per hour, whichever is the greater.

(4) §7 of the principal Act shall extend and apply to the limitations imposed by this Section.

(5) §§ 11 to 20 and §38 of the principal Act shall not apply to hotels or restaurants.

(6) Neither the wife nor the children of the occupier shall be deemed to be shop-assistants within the meaning of this Section.

6. Subject to the provisions of the next succeeding Section, every assistant who is employed as a night-porter or night-watchman in any hotel or restaurant, in lieu of a weekly half-holiday, shall have in each period of fourteen days a whole holiday of twenty-four hours, commencing at his usual hour for commencing work, on such day as the occupier in the case of each such shop-assistant thinks fit.

7. (1) In lieu of allowing a half-holiday or a whole holiday as aforesaid, it shall be lawful for the occupier of an hotel or restaurant to allow to any assistant, by mutual agreement, leave of absence on full pay at the ordinary rate for a period of seven days (including Sunday) in every three months.

(2) Notice in writing of any such arrangement, stating the name of the assistant and the date from which the arrangement is intended to have effect, shall be given by the occupier to an Inspector at least twenty-four hours before the arrangement comes into force.

(3) Any such arrangement may be terminated by the occupier at any time, or by the assistant, on giving to the occupier seven days' notice of his desire to terminate the same.

(4) Notice in writing of such termination shall, within two days thereafter, be given by the occupier to an Inspector.

(5) Where any such arrangement is terminated as aforesaid, or where the employment of any such assistant is terminated from any cause, the occupier shall, on such termination, allow to the assistant a holiday on full pay, but without board and lodging, for such period as is equivalent to the half-holidays or whole holidays, as the case may be (if any), to which but for this Section he would have been entitled since the expiry of his last preceding leave of absence, or if there has been no such leave of absence, then since the date on which the arrangement came into force.

8. In lieu of allowing a half-holiday as provided for in this Act, the occupier of an hotel may, with the previous written consent of the Inspector of Factories for the district require all or any of the assistants to work on the day of the half-holiday : Provided :—

(a) That the maximum weekly hours provided for in the Act shall not be exceeded :

(b) That every assistant who works as required on the half-holiday shall be given a whole day's holiday during the week immediately succeeding the week on which the half-holiday was not allowed :

(c) That it shall not be lawful for the Inspector of Factories for the district to consent to allowing assistants to be worked on the half-holiday

for more than six times in any one year, or for more than once in any period of two months of any one year.

9. In every hotel and restaurant the occupier shall at all times keep in an approved holiday-book a record of the working-day in the week fixed for the half or whole holiday of each assistant. The record shall at all times be open to inspection by an assistant employed by the occupier, or by an Inspector, and shall be signed by each assistant before leaving the premises.

10. Sub-section 1 of §162 of the Licensing Act, 1908, is hereby amended by omitting all the words after the words "as the case may be" down to and including the words "as aforesaid."

11. Notwithstanding anything in this Act, any award of the Court of Arbitration relating to hotels or restaurants in force on the passing of this Act shall continue in force for the period for which it was made, as if this Act had not been passed.

Miscellaneous.

12. (1) The occupier of a shop in which one or more shop-assistants are employed shall at all times keep, in the prescribed form, or in such other form as may be approved by the Inspector, a record in English (called the wages and time book) showing, in the case of each assistant—

(a) The name of the assistant, together with his age if under twenty years of age ;

(b) The kind of work on which he is usually employed ;

(c) The hours of his employment during each week ;

(d) The wages paid each week ; and

(e) Such other particulars as are prescribed by regulations.

(2) The wages and time book shall at all times be open to the inspection of an Inspector.

(3) An Inspector may at any time require the occupier to verify the entries in the wages and time book, in such form as may be prescribed by regulations.

13. Every shop shall be registered by the occupier thereof with the Inspector of Factories in the name of one person as occupier, and, except in the case of a husband or wife, as the case may be, any other persons engaged in the business of the shop shall be deemed to be shop-assistants. In order to prevent evasion of this Section the name of the occupier shall not be changed except for some sufficient reason to the satisfaction of the Inspector.

14. (1) Where the boundaries of any district forming a separate district or part of a combined district are altered, that alteration shall operate with respect to the separate district or combined district.

(2) Where by the constitution of the district of a new local authority a new separate district is created, the statutory closing-day appointed for the area comprised in such new district at the time of its constitution shall continue to be observed until altered in accordance with the principal Act.

(3) Where by the constitution of a new borough or town district a new combined district is created, the statutory closing-day appointed at the time of such creation for the borough or town district in such combined district having the largest population shall be observed throughout the combined district until altered in accordance with the principal Act.

15. The principal Act is hereby amended in the manner and to the extent specified in the Schedule hereto.

SCHEDULE.

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT.

No. OF SECTION.	NATURE AND EXTENT OF AMENDMENT.
Section 3 ..	By omitting the words "and to any award of the Arbitration Court." By omitting the words "(other than a refreshment-room)" in paragraph (a); and omitting the words "section and the Second Schedule hereto" in Sub-section (5), and substituting the word "Act."
Section 6, (3) ..	By inserting, after the words "special work," the words "not being the actual sale of goods"; inserting, after the words "in any one year," the words "nor on any half-holiday"; and omitting the word "such" in the second proviso.
Section 6, (4) ..	By repealing this Sub-section.
Section 9 ..	By inserting, after the word "work" in paragraph (a), the words "at such rate"; and omitting all words of the same paragraph after the words "and so on," and substituting the words "until a wage of twenty shillings a week is reached, and thereafter not less than twenty shillings a week."
Section 11, (2) ..	By omitting the words "during the month of January in each year, or within one month after a shop is first opened for business, as the case may be."
Section 18, (a) ..	By inserting, after the word "fishmonger" where it first occurs, the words "dairy-produce seller"; omitting the words "a refreshment-room keeper," the words "(other than a refreshment-room)," the words "or in the case of a refreshment-room from two o'clock," and the words "a 'refreshment-room keeper' means a person whose business is to sell meals, but does not include an hotel-keeper"; and omitting the words "fish or shell-fish" in the definition of "fishmonger," and substituting the words "fresh fish, smoked fish, shell-fish, poultry, rabbits, mutton-birds, and other perishable goods of a like nature."
Section 18, (b) ..	By omitting the words "during the month of January in each year, or within one month after the shop is first opened for business, as the case may be."
Section 23 ..	By repealing the Section.
Section 25 ..	By adding the following Sub-sections : " (9) Every notice inserted by the Minister in the <i>Gazette</i> pursuant to this Section shall be conclusive evidence of the matters stated therein. " (10) Nothing in this Section shall entitle the occupier of a shop to employ his assistants beyond the hours provided for such assistants under this Act. " (11) For the purposes of this Section, an hotel shall not be deemed to be a shop : " Provided that it shall not be lawful for the holder of any publican's licence to sell or deliver any tobacco, cigars or cigarettes at any time while the shops of tobacconists in the same district are closed on any statutory weekly half-holiday, except to persons who are <i>bona-fide</i> lodgers upon the licensed premises."
Section 28, (1) ..	By omitting the words "during the month of January in each year, or within one month after the office is first opened for business, as the case may be."
Section 37 ..	By omitting the words "of closing."

No. OF SECTION.	NATURE AND EXTENT OF AMENDMENT.
Section 50 ..	By omitting all words after the word "employment," and substituting the words "of any shop assistant in feeding and tending horses used in the business of the occupier beyond the hours of employment provided by this Act, but not exceeding one hour per day."
Second Schedule ..	By altering the hour set opposite to the trades or businesses of a dairy-produce seller and a florist, in the second column, from 1 p.m. to 6 p.m. and from 1 p.m. to 8 p.m. respectively ; and omitting all reference to refreshment-room keepers.

3. An Act to amend the Factories Act, 1908 (1 Geo. 5, No. 67). (Dated 3rd December 1910.)

1. This Act may be cited as the Factories Amendment Act, 1910, and it shall form part of and be read together with the Factories Act, 1908* (hereinafter referred to as the principal Act).

2. (1) In every factory the occupier shall at all times keep in the prescribed form, or in such other form as may be approved by the Inspector, a record in English (called the wages and overtime book) showing, in the case of each employee—

- (a) The name of the employee ;
 - (b) His age, if under 21 years of age ;
 - (c) The kind of work on which he is usually employed ;
 - (d) The hours of his employment during each week ;
 - (e) The wages paid each week ; and
 - (f) Such other particulars as are prescribed by regulations.
- (2) The said book shall at all times be open to inspection by the

Inspector.

(3) The Inspector may at any time during ordinary working hours require the occupier to verify the entries in the said book in such manner and form as may be prescribed by regulations.

3. (1) In every laundry in which two or more persons (whether employees or not) are engaged, the following provisions shall apply :—

(a) Except as hereinafter mentioned, the hours that any male person over the age of 16 years may be employed shall not exceed 48 hours (excluding meal-times) in any one week, nor eight hours and three-quarters in any one day ; nor shall any such person who is an employee be employed for more than five hours continuously without an interval of at least three-quarters of an hour for a meal.

(b) Except as hereinafter mentioned, the hours that any woman or boy may be employed shall not exceed 45 hours (excluding meal-times) in any one week, nor eight hours and a quarter in any one day ; nor shall any such person who is an employee be employed for more than four hours and a quarter continuously without an interval of at least three-quarters of an hour for a meal.

(c) The number of working hours may from time to time be extended, but such extension shall not be—

- (i.) For more than three hours in any day ; or
- (ii.) On more than two consecutive days in any week ; or
- (iii.) For more than 90 hours in any year, except in any exceptional case arising, in the opinion of the Inspector, from any unforeseen

* Text E.B., IV., p. 23.

circumstance, in which case he may grant a warrant as hereinafter provided to work extended hours after the 90 hours in a year have been worked by any employee, but such additional extended hours shall not in any case exceed 30 in any year ; or

(iv.) In the case of any person who is an employee, on any holiday or half-holiday.

(d) Except when extended hours are being worked as hereinbefore provided, no person shall be engaged in laundry-work in a laundry between the hours of seven in the evening of any day and a quarter to eight in the morning of the following working-day.

(e) It shall not be lawful to do any work in a laundry during such extended hours unless the occupier of the laundry has obtained from an Inspector a warrant in the prescribed form.

(f) Written application for such warrant shall be made to the Inspector by the occupier previous to the commencement of the proposed extension, specifying the names of the persons (whether employees or not) to whom the extension is intended to apply, and the period of the extension.

(g) If the Inspector is of opinion that any such extension would be dangerous or hurtful to the health of any woman or boy named in the application, he shall refuse to grant a warrant in respect of such woman or boy.

(h) The occupier shall cause the warrant to be posted in some conspicuous part of the laundry during the extended hours specified in the warrant.

(i) The Inspector shall keep a record of the names of all persons in respect of whom a warrant is granted, and shall note against the name of each the extended hours worked by him, so that the full amount of overtime permitted by this section shall not in any case be exceeded.

(j) Notice shall, during some part of the working day immediately preceding that on which the extension is intended to apply, be given to every employee to whom such extension is intended to apply ; or, where such notice is impracticable, the occupier shall, in addition to any payment for overtime, provide every such employee who resides at a greater distance than one mile from the laundry either with a sufficient meal between the hour at which the laundry ordinarily closes and the hour at which the extension is to commence, or with an allowance of not less than one shilling, such allowance to be paid on the day on which such extension is to apply not later than the hour at which the laundry ordinarily closes.

(k) Every person who (being an employee) is employed during any hours other than those prescribed by paragraphs (a), (b), and (d) of this section shall be paid therefor not less than one-fourth as much again as the ordinary rate :

Provided that, where the overtime rate is by time and not by piecework, the overtime rate shall be not less than sixpence per hour for those persons whose ordinary wages do not exceed ten shillings a week, and ninepence per hour for all other persons so employed, and shall be paid at the first regular pay-day thereafter.

(2) This section shall not apply in the case of any laundry in which the occupier and his wife, or her husband, as the case may be, are the only persons engaged in laundry work.

(3) §§18, 19, 22, and 24 of the principal Act shall not apply to laundries.

4. The principal Act is hereby amended in the manner and to the extent mentioned in the Schedule hereto.

SCHEDULE.

AMENDMENTS OF THE PRINCIPAL ACT.

SECTION OF PRINCIPAL ACT.	NATURE AND EXTENT OF AMENDMENT.
Section 2 ..	By inserting, after the word "sale" in paragraph (a) of the definition of "factory," the words "and includes any building, office or place in which work such as is ordinarily performed in a factory is performed for or on behalf of any local authority, whether for trade or sale or not"; and omitting the definition of "medical authority."
Section 5 ..	By repealing the Section.
Section 13, (3) ..	By inserting, after the word "shall," the words "on compliance with the decision on such appeal."
Section 17 (1) ..	By omitting the Sub-section.
Section 17 (2) ..	By omitting the words "He shall also," and substituting the words "The occupier of a factory shall"; and omitting paragraph (f).
Section 22 (1) ..	By omitting paragraph (c), and substituting the following: " (c) More than ninety hours in any year, except in any exceptional case arising, in the opinion of the Inspector, from any unforeseen circumstance, in which case he may grant a warrant as hereinafter provided to work extended hours after the ninety hours in a year have been worked by any employee, but such additional extended hours shall not in the case of any employee exceed thirty in any year; or."
Section 22 (4), (5) and (6)	By omitting these Sub-sections.
Section 27 ..	By omitting all words of paragraph (a) after the word "authorisation," and substituting the words "shall be given only in the case of boys or girls over thirteen years of age who are the holders of certificates of exemption as prescribed by regulations under the authority of paragraph (e) of §150 of the Education Act, 1908: Provided that no boy or girl whose employment is so authorised shall be employed on any machine in any workroom in which machinery is used."
Section 32 ..	By inserting after paragraph (a) the following new paragraph: " (aa) No deduction shall be made from the wages of any boy or any woman under 18 years of age, except for time lost through the worker's illness or default, or on account of the temporary closing of the factory for cleaning or repairing the machinery."
Section 36 (1) ..	By omitting the words "every borough or town district," and substituting the words "the district of every local authority"; and omitting the words "borough or town" wherever they thereafter occur in the Sub-section.
Section 36 (2) ..	By omitting the words "Borough Council or Town Board, as the case may be," and substituting the words "local authority"; omitting the words "borough or town" wherever they occur; and adding at the end of the Sub-section the words— " Provided that, notwithstanding the said notice, the occupier of a factory may allow a half-holiday on Saturday in lieu of the day appointed as the statutory closing-day for shops, on giving to the Inspector notice in writing of his desire so to do."

SECTION OF PRINCIPAL ACT.	NATURE AND EXTENT OF AMENDMENT.
Section 36 (4) ..	By omitting the words "Borough Council or Town Board, as the case may be," and substituting the words "local authority"; and omitting the words "borough or town."
Section 36 (7) ..	By omitting the words "borough or town" wherever they occur.
Section 36 (9) ..	By omitting the words "borough or town"; and omitting the words "Borough Council or Town Board" and the words "Council or Board," and substituting in each case the words "local authority."
Section 36 (10) ..	By omitting the words "borough or town" wherever they occur; and omitting the words "Council or Board" wherever they occur, and substituting the words "local authority."
Section 38 (2) ..	By repealing the Sub-section and substituting the following Sub-sections : "(2) This Section, so far as it relates to the holidays and half-holidays mentioned in §35 hereof, applies to every boy under 18 years and woman who is paid by time-wages, whatever the time, and has been employed in the factory for at least twenty days during the four weeks next preceding the whole holiday, or for at least four days during the week ending on the day on which the half-holiday occurs. "(3) This Section, so far as it relates to any other holiday or half-holiday, applies to every boy under 18 years of age and woman under 21 years of age and apprentice who is paid by time-wages, whatever the time, and has been employed in the factory for the periods mentioned in the last preceding Sub-section."
Section 41 ..	By omitting the words "and also the medical authority (if any)" in paragraph (a); omitting the words "the medical authority, and also" in paragraph (c); omitting paragraphs (d), (e) and (f); and by adding the following paragraph : "(h) For the purposes of this Section, an Inspector may take with him into a factory any Health Officer, and any Health Officer may at all reasonable times enter and inspect any factory."
Section 47 (2) ..	By omitting the words "a medical authority," and substituting the words "some registered medical practitioner."
Section 47 (4) ..	By omitting the words "the medical authority," and substituting the words "some registered medical practitioner."

4. SOUTH AFRICA.

I. NATAL.

Rules framed and made by the Indian Immigration Trust Board, with the approval of His Excellency the Governor in Council, under the authority of §116 of Law 25 of 1891. (27th May, 1910. No. 329, 1910.)

I. No employer of labour shall be allowed or entitled to require work from:—

(1) A pregnant woman during pregnancy after the expiration of seven months of pregnancy, and, or

(2) A woman so long as she is the mother of a child under three months of age.

2. Should it appear to any Indian medical officer (or other medical practitioner engaged by the employer where no Medical Circle exists) that, by reason of pregnancy, it is undesirable that any pregnant woman should work

before the expiry of seven months of pregnancy, then such Indian medical officer (or other medical practitioner engaged by the employer where no Medical Circle exists) may give written notice to the employer on a printed form as near as may be in terms of the Schedule hereto annexed, that such woman is unfit for work, and in the event of any such notice being given to any employer, such employer shall not be allowed or entitled to require work from such pregnant woman during such period as may be fixed by the medical officer (or other medical practitioner engaged by the employer where no Medical Circle exists) giving such notice.

3. During such period as any woman may not be required to work under and in terms of the Rule aforesaid the employer of such woman shall be bound and obliged to provide such woman with food and rations on the minimum scale provided by the original contract of service between the employer and such woman.

4. Every employer of not less than twenty male adult Indian immigrants is hereby required once every month to muster all Indian women, accompanied by their young children, for examination by the Indian Medical Officer. The said examination shall be held at such time and place on the estate or place where the Indians are employed as the Indian Medical Officer may appoint on giving reasonable notice to the employer.

5. The foregoing Rules shall not apply to re-indentured women who elect not to work.

6. Any employer failing to comply with the foregoing Rules shall be liable, on conviction, to pay a fine not exceeding two pounds sterling (£2), and such penalty may be enforced at the instance of the Protector of Indian Immigrants in any Magistrate's Court having jurisdiction.

2. TRANSVAAL.

1. **An Act to establish a Department of Labour in the Colony, to aid in the prevention of strikes amongst employees or lock-outs by employers, and to make provision for the settlement of industrial disputes by conciliation after investigation. (Assented to 7th July, 1909.)**

PRELIMINARY.

1. This Act, in so far as it contains provisions to aid in the prevention of strikes and lock-outs and for the settlement of industrial disputes by conciliation after investigation, shall apply to the following undertakings, trades or industries—namely :

- (a) the mining industry ;
- (b) any undertaking carried on by a local authority for the supply of gas, electric light, water, or power, or for tramways, or sanitary services ;
- (c) any other undertaking, trade, or industry to which the Governor may, by proclamation in the "Gazette," apply those provisions.

In so far as it relates to other matters, this Act shall apply to all undertakings, trades, and industries.

2. In this Act, unless inconsistent with the context,

"application" shall mean an application for the appointment, under this Act, of a board to investigate and report upon a dispute ;

"board" shall mean a board of conciliation and investigation, appointed under Chapter III. of this Act ;

"department" shall mean the Department of Labour established under Chapter I. of this Act ;

“dispute” or “industrial dispute” shall mean any dispute or difference between an employer and any of his employees in relation to

(a) matters affecting work done or to be done by such employees ;
or

(b) rights, privileges, or duties of employers or employees, not involving such a violation thereof as would constitute a criminal offence ;
or

(c) the wages, allowances, or other remuneration of employees, or the price paid or to be paid to them in respect of their employment ; or

(d) the hours of employment, the qualification or status of employees, and the terms, conditions, and manner of their employment ;
or

(e) the employment of any persons or class of persons, or the dismissal of, or refusal to employ, any particular persons or class of persons ; or

(f) claims on the part of an employer or any employee that preference should be given, or not be given, to one class of persons over another class of persons (whether as members of a trade union or not, as British subjects or aliens, or as white or coloured persons), and the circumstances under which such preference, if allowed, should or should not be given ; or

(g) materials supplied and alleged to be bad, unfit, or unsuitable, or damage alleged to have been caused to work ; or

(h) any custom or usage recognised, whether generally or in a particular district, or on particular industrial premises ; or

(i) the interpretation of any agreement between an employer and employee, or of a portion thereof.

“employee” shall mean any white person engaged by an employer to perform, for hire or reward, manual, clerical, or supervision work in any undertaking, trade, or industry to which this Act applies ;

“employer” shall mean any person or body of persons, whether corporate or unincorporate, employing ten or more white persons upon any undertaking or at any trade or industry to which this Act applies, but shall not include any department of the Crown ;

“Governor” shall mean the officer for the time being administering the government of this Colony, acting by and with the advice of the Executive Council thereof ;

“imprisonment” shall mean imprisonment, with or without hard labour, as the court which passes sentence may direct ;

“inspector” shall mean the Inspector of White Labour appointed under Chapter I. of this Act, or any person lawfully acting in such capacity ;

“lock-out” shall mean the closing by an employer of his employment premises, or a suspension by him of work, or the refusal by an employer to continue to employ any number of his employees when such closing, suspension, or refusal is for the purpose of compelling his own employees, or of aiding another employer, to accept specific terms of employment ;

“Minister” shall mean the Minister of Mines or any other Minister to whom the Governor may, from time to time, assign the administration of this Act ;

“regulation” shall mean a regulation made and in force under §34 of this Act ;

"strike" shall mean the cessation of work by a body of employees acting in combination, or a concerted refusal, under a common understanding, of any number of employees, to continue to work for an employer in consequence of a dispute, when such cessation or refusal is for the purpose of compelling their employer, or of aiding other employees in compelling their employer, to accept specific terms of employment ;

"trade union" shall mean any lawful organisation of employees formed for the purpose of regulating the relations between employers and employees.

CHAPTER I.

DEPARTMENT OF LABOUR.

3. (1) There shall be a Department of Labour in this Colony, under the supervision and control of the Minister.

(2) The Governor shall, from time to time, appoint an officer to be called "the Inspector of White Labour," who shall, subject to the orders and directions of the Minister, carry out the powers and duties conferred and imposed on him by this Act, or the regulations, or any other law, and shall exercise such other functions as the Governor may, from time to time, lawfully assign to him.

4. The inspector shall perform the following duties—that is to say, he shall—

(a) receive and register, and, subject to the provisions of this Act, deal with every application by employees or employers for the appointment of a board to determine a dispute, and, upon receipt of the application, shall forthwith inform the Minister thereof ;

(b) correspond with parties to a dispute, and generally, perform all acts necessary to ensure the speedy sitting of a board as soon as the same has been appointed by the Minister ;

(c) receive and file all reports and recommendations made by a board, and, subject to the provisions of this Act, do all such things as will render such reports and recommendations effective ;

(d) keep a register containing the particulars of every application, and of every reference to, or report or recommendation of, a board, and of its proceedings, and of documents relating thereto, and, when required by the Minister, transmit all or any of the same to him ;

(e) supply, when required, information to any party to a dispute, as to this Act or the regulations or proceedings thereunder, and furnish any such party, or member of the board, with the prescribed forms ;

(f) keep a register of all unemployed white persons and enter therein such particulars in relation to them, the class of employment required by them, and the trades or occupations previously followed by them, as may be prescribed by regulation ;

(g) on receipt of the prescribed fee, register all private registry offices, and carry out such inspection of the books of such offices as may from time to time be deemed necessary, and prescribe scales of fees to be charged at such offices and the conditions under which fees may be charged in respect of applications thereat ;

(h) establish branch registries or labour bureaux in such districts or localities as the Minister may determine, for the collection and supply to the public of information as to the conditions of labour, domestic or industrial, and the state of trade in such districts or localities ;

(i) investigate the causes of lack of employment in this Colony among white persons, and matters connected therewith, and report the result of his investigation to the Minister ;

(j) investigate, on the instructions of the Minister, complaints by, or on behalf of, white employees as to their treatment by employers and the conditions of their employment, and report the result of the investigations to the Minister ;

(k) make reports from time to time to the Minister on labour movements and the conditions of labour, whether in this Colony or elsewhere ;

(l) supervise the conditions of apprenticeship in any undertaking, trade, or industry.

(m) generally, do all such acts and take all such proceedings as the Minister may require for the effective performance of his duties under this Act and the regulations.

CHAPTER II.

PREVENTION OF INDUSTRIAL DISPUTES, STRIKES AND LOCK-OUTS, PENDING INVESTIGATION.

5. (1) After the coming into operation of this Act.

(a) no alteration shall be made by an employer, in relation to wages, allowances, or other remuneration of his employees or the price to be paid to them in respect of their employment, or to the hours of their work, unless one month's notice at least of the proposed alteration be given to all the employees who would be affected thereby ;

(b) no demand shall be made upon an employer by any of his employees to effect, within less than one month, any such alteration.

(2) If any such alteration be made, and an employer and any of his employees have at the expiry of the said period of one month, made application for the appointment of a board, as hereinafter provided, the relationship between the employer and all the employees who would be affected by the alteration shall continue unaltered in respect of any of the matters described in paragraph (a) of Sub-section (1), until any such matter has been investigated as an industrial dispute by a board under this Act, unless the dispute be otherwise settled, until one month shall have elapsed after the publication as hereinafter provided of the report and recommendations of the board, provided that if the Minister decides as hereinafter mentioned that this Act does not apply to the dispute, the alteration may, as soon as the parties to the dispute have received notice of his decision, be made.

(3) If, after such investigation, the board reports to the inspector that either party to the dispute has used the provisions of this section so as to unfairly preserve existing conditions of employment, or so as to delay the alteration of such conditions, that party shall be guilty of an offence and liable on conviction to the penalties mentioned in Sub-section (3) or (4) of the next succeeding Section, according as the party is the employer or employee.

6. (1) After the coming into operation of this Act it shall be unlawful for—

(a) an employer to declare a lock-out, or cause a lock-out to be declared, or to aid in any manner the declaration or effecting of a lock-out ; or

(b) an employee to go on strike or to cause a strike ; or

(c) any person to incite, encourage, or in any other manner aid an employer in effecting, declaring, or continuing a lock-out ; or

(d) any person to incite, encourage, or in any other manner aid employees in going, or continuing on strike, on account of any industrial dispute, until the dispute shall have been investigated by a board under this Act and a period of one month shall have elapsed after the report and recommendations of the board have been published as hereinafter provided.

(2) Nothing in this Section contained shall be construed as—

(a) prohibiting, in a manner not constituting a strike or lock-out, the suspension or continuance of any undertaking, industry, or trade to which this Act applies and the consequent suspension or discontinuance of the services of employees therein or thereat ;

(b) prohibiting a lock-out or strike in respect of a dispute which has once been investigated by a board, and its report and recommendations thereon published as hereinafter provided, except where the parties thereto have entered into such agreement as is described in §25.

(3) Any employer who contravenes the provisions of this Section shall be liable on conviction to a fine of not less than one hundred pounds for each day or part of a day that the lock-out continues, or in default of payment to imprisonment for a period not exceeding 12 months, or to such imprisonment without the option of a fine.

(4) Any employee who contravenes the provisions of this section shall be liable on conviction to a fine of not less than ten pounds and not exceeding fifty pounds for each day or part of a day during which he is on strike, or, in default of payment, to imprisonment without the option of a fine.

(5) Any person who contravenes paragraph (c) or (d) of Sub-section (1) shall be liable on conviction to a fine of not less than fifty pounds, and not exceeding two hundred and fifty pounds, or, in default of payment, to imprisonment for a period not exceeding six months, or to such imprisonment without the option of a fine.

CHAPTER III.

APPOINTMENT OF BOARDS OF CONCILIATION AND INVESTIGATION.

7. Whenever there exists between an employer and any of his employees any industrial dispute which the parties thereto are unable to settle amicably, application may be made, by either party, for the appointment of a board of conciliation and investigation.

8. (1) Every application for the appointment of a board shall be in writing, and, so far as circumstances will allow, in the prescribed form.

(2) Every application shall be accompanied by a statement, setting forth—

(a) the names of the parties to the dispute ;

(b) the nature and cause of the dispute, and the claims or demands to which objection is taken, made by either party upon the other ;

(c) an estimate of the number of persons affected, or likely to be affected, by the dispute ;

(d) the efforts hitherto made by the parties to settle the dispute ;

(e) the address at or to which all documents required to be transmitted to or served upon the applicant, may be served or transmitted ;

And shall further be accompanied by a solemn declaration that the declarant believes that if the dispute be not investigated by a board under this Act, a lock-out or strike (as the case may be) will result.

(3) There may be stated in every application the name of any person who is willing to act as a member of the board as the nominee of the applicant party.

(4) Every application and accompanying declaration—

(a) if made by an incorporated company, shall be signed by a director, manager, or secretary of the company, duly authorised thereto ;

(b) if made by a local authority, shall be signed by the mayor, chairman, town clerk, secretary, or other similar officer, duly authorised thereto in writing ;

(c) if made by an individual, shall be signed by that individual, or if made by a partnership, shall be signed by the majority of partners resident in the Colony ;

(d) if made by employees who are members of a trade union, shall be signed by two officers of the trade union authorised by a majority vote of the members of the union present at a meeting specially summoned, on at least three days' notice, to discuss the advisability of making the application ;

(e) if made by employees, some or all of whom are not members of a trade union, shall be signed by two of such employees, duly authorised by a majority vote taken by ballot of the employees present at a meeting specially summoned as aforesaid and on the like notice.

(5) Every application and the documents which are to accompany it, as hereinbefore provided, shall be sent by registered post, addressed to the inspector or shall be personally served upon him, and the date of its receipt shall be deemed to be the date of the application.

9. (1) The applicant shall, simultaneously with the sending of the application to or service thereof upon the inspector, transmit, by registered post to, or personally serve on the other party to the dispute, a copy of the application and of the statement and declaration accompanying it.

(2) Within five days after the receipt of the same such other party shall transmit, by registered post to, or personally serve upon the inspector and the applicant, a statement in reply.

(3) The statement of reply shall be addressed—

(a) where the applicant is the employer, to the applicant ;

(b) where the applicants are employees and members of a trade union, to the president and secretary of such trade union ;

(c) where the applicants are employees but some or all are not members of a trade union, then

(i.) if no person has been authorised to represent such employees, the statement in reply shall be addressed to at least ten of their number ;

(ii.) if in accordance with the last preceding Section, two persons were authorised to make application, the statement in reply shall be addressed to such two persons ;

(iii.) in the case of those employees who are members of a trade union, the statement in reply shall be addressed to the president and secretary of the union, as representing such employees.

(4) The statement of reply shall be in every case transmitted to or served upon the applicant or applicants at the address for service set forth in the statement accompanying his or their application.

10. (1) Within ten days after the date of the receipt of the application, the Minister shall decide whether or not the provisions of this Act apply to the dispute, and shall give notice of his decision to each of the parties. No dispute shall be the subject of reference to a board in any case in which the employees affected by the dispute are fewer than ten. The Minister's decision under this Sub-section shall be final.

(2) If the Minister shall decide that the provisions of this Act do apply to the dispute, a board, consisting of three members, shall be appointed in manner following, that is to say :—

(a) each party shall, within five days after receipt of the notice of the Minister's decision, nominate one person as a member of the board, and the Minister, if satisfied that such person is willing to act as such member, shall appoint him ; a person nominated under Sub-section (3) of §8 at the time of the application, shall be deemed to have been nominated within such five days ;

(b) if at the expiry of the said five days or of such further period as the Minister may, on request of that party, or of his own motion, allow, either party has made default in nominating a member, the Minister shall himself forthwith appoint a fit person to be a member, who shall, for all purposes, be deemed to be appointed on the nomination of the party in default ;

(c) the two members appointed on the nomination of the parties may, within five days after receiving notice of their appointment, nominate a third person as a member of the board, and the Minister, if satisfied that such person is willing to act, shall appoint him a member of the board ;

(d) if at the expiry of the said five days or of such further period as the Minister may, on application, or of his own motion, allow, the two members mentioned in paragraph (c) have made default in nominating a third person, the Minister shall himself appoint the third member, who shall be deemed for all purposes to have been appointed on the nomination of the said two members ;

(e) the third member shall be chairman of the board.

(3) Anything to the contrary in this Section notwithstanding, if any application or applications be made in relation to a dispute or disputes involving substantially the same issue as the issues in a dispute which a board is about to or has begun to investigate, the Minister may decide to refer both or all of those applications, as the case may be, to one board, and may cancel the appointments of every member of a board already constituted to investigate a dispute involving those issues.

In the event of a reference under this Sub-section of two or more applications to one board, that board shall consist of five, seven, or nine members, as the Minister may determine, who shall be nominated and appointed in the same proportions and in the same manner as in Sub-section (2) is provided, except that the periods mentioned in that Sub-section shall be reckoned from the receipt by the parties of the Minister's decision under this Sub-section : in every other respect the provisions of Sub-section (2) shall as far as possible apply. All the applicants in a dispute so referred to one board shall be regarded for the purpose of this Act as one party and all the respondents shall be likewise regarded.

11. (1) No person who has any direct pecuniary interest in the issue of a dispute to be investigated by a board shall be qualified to be appointed a member of such board, nor, if appointed, shall remain a member thereof.

(2) No person shall be qualified to be appointed unless he is a white person.

(3) A member of the board shall vacate his office :

(a) if he becomes insolvent, or assigns his estate for the benefit of his creditors, or makes an arrangement with his creditors ;

(b) if he dies, or becomes of unsound mind, or is convicted of an offence for which he is sentenced to imprisonment without the option of a fine ;

(c) if he is absent from two consecutive sittings or meetings of the board without leave of the Minister, unless the absence be due to illness, personal injury, or other physical cause notified in every such event to the secretary of the board before the conclusion of the later of the two sittings or meetings from which the member was absent ;

(d) if he gives one week's notice in writing to the Minister of his intention to resign his office, and his resignation be accepted by the Minister.

(4) If any member of the board shall vacate his office for any cause whatever, his place shall be filled in the manner in which by the last preceding Section it is prescribed that the member who has vacated office be appointed.

12. (1) There shall be paid to each member of the board (other than any member who may be in the public service) a fee of—

(a) two guineas for every day (not exceeding three days) during which two members nominated by the parties are engaged in selecting for nomination a third member ;

(b) three guineas for every day or portion of a day on which the board is engaged in investigating or making report upon a dispute :

Provided that if the board is so engaged on any day for less than three hours, no payment shall be made under this Section to a member in respect of that day, unless the Minister is satisfied that the board was on that day engaged in concluding an investigation or report thereof.

(2) Every member of the board shall receive all reasonable expenses to which he may be put for travelling, and subsistence while travelling, in the course of his duties as a member, and if any question arises as to whether any such expenses are reasonable, it shall be determined by the Minister, whose decision shall be final and conclusive.

13. (1) All expenditure incurred by or on the order of the board, including :

(a) the fees and allowances mentioned in the last preceding Section ;

(b) travelling and subsistence allowances to witnesses and other persons acting under the orders of the board ;

(c) all other expenditure which may be incurred on the authority of the board, in accordance with regulation ;
shall be paid out of the general revenue of the Colony, but only upon presentation of vouchers in the prescribed form certified by the chairman of the board.

(2) It shall be the duty of such chairman to transmit, from time to time, to the Minister the vouchers so certified, together with a detailed statement, likewise certified, of the sittings or meetings of the board, and of the members present at such sittings or meetings.

14. The department shall, if requested by the chairman of the board, provide a secretary thereof (who shall, if possible, be an officer in the public service), and shall further provide any such clerical assistance as the Minister may deem necessary for the effectual exercise of the functions of the board.

15. (1) Before exercising any of his functions, every member of the board shall take, before a justice of the peace, an oath of office and secrecy in the Forms A and B, respectively, of the Schedule to this Act.

(2) The secretary, if required by the chairman, shall, in like manner, take an oath of secrecy before or at any time during the sittings of the board.

CHAPTER IV.

PROCEDURE BEFORE, AND POWERS, DUTIES AND JURISDICTION OF BOARDS.

16. As soon as may be after the appointments to the board are complete, the inspector shall transmit to the chairman thereof—

(a) a copy of the application and the statement and declarations accompanying the same;

(b) a copy of any statement in reply;

(c) the names of the members of the board;

(d) a copy of the notice mentioned in this Section;

and, after consultation with the chairman of the board, the inspector shall further give to the parties written notice of—

(i.) the date, hour and place at which the board will sit to investigate the dispute; and

(ii.) the names of the members of the board, and shall, by such notice, summon the parties to appear at such hour and place, with the witnesses (if any) whom they desire to have examined, and place before the board the arguments and evidence in support of their several cases.

17. (1) Two members of the board, one of whom shall be the chairman, shall constitute a quorum of the board, unless it is shown, in the absence of the other member, that insufficient notice of the meeting or sitting was given to him: provided that if, under the provisions of Sub-section (3) of §10, the board consists of five, seven or nine members, the quorum of the board shall be respectively three, four or six members.

(2) Any decision, finding, report or recommendation of the majority of the board shall be deemed to be the decision, finding, report or recommendation of the board.

18. (1) Any party to a dispute may appear before the board:

(a) in the case of an individual employer, in person; or

(b) by any persons (not exceeding three in number) appointed by the party for the purpose, not being persons described in paragraph (c); or

(c) if the other party to the dispute consents, by an advocate or attorney of the Supreme Court qualified to practise therein, or by a duly admitted law agent qualified to practise in a court of a resident magistrate.

(2) Every party so appearing shall be bound by the acts of its representatives.

(3) If any party to a dispute fails so to appear at any time, the board may, unless satisfied that the failure to appear was due to a reasonable cause, proceed as if such party were appearing.

19. The sittings of the board shall, as far as possible, be held in the vicinity of the premises in, or in respect of which, the dispute has occurred, unless the board otherwise determines.

20. (1) The board shall hold its sittings in public ; provided that if, on application or of its own motion, it shall determine that any part of its sittings be held in private, it may order all persons (other than the persons appearing before it, the witnesses under examination, and the officers of the board) to withdraw.

(2) No document produced before the board or any information obtained from such document shall be made public, save in so far as the majority of the board may authorise publication ; and the board may order or cause to be sealed up, such portions of books, papers, or documents produced before it as do not, in its opinion, relate to any particular issue which it is considering.

21. (1) The board shall have, for the purposes of the investigation and any report and recommendations thereof :

(a) the powers and jurisdiction of the Supreme Court in relation to summoning and enforcing the attendance of witnesses ;

(b) the power to call for the production of books, papers, and other documents, and of any article or thing which it deems requisite for fully investigating and reporting upon the dispute ;

(c) the power to examine witnesses upon oath (such oath being administered by the chairman).

(2) Any person summoned to attend and give evidence before the board or to produce books, papers, or other documents, or any article or thing, who shall fail, without sufficient cause, to comply with the terms of the summons, shall be guilty of an offence and liable on conviction before a court of resident magistrate having jurisdiction, to a fine not exceeding fifty pounds, or, in default of payment, to imprisonment for a period not exceeding three months.

(3) Any person, whether summoned or not, who shall, while under examination, refuse or fail to answer to the best of his knowledge and belief, all questions lawfully put to him by or with the concurrence of the board, and every person who shall, at any sitting of the board, wilfully insult any member thereof, or wilfully interrupt its proceedings, or shall, at any time, obstruct or hinder a member of the board in the discharge of his duties, or conduct himself toward such member in an intimidating manner (whether by language or conduct), shall be guilty of an offence and liable to the penalty prescribed by Sub-section (2), or to imprisonment, without the option of a fine, for the period therein mentioned. The board may order any such person insulting a member thereof, or interrupting its proceedings, to be removed from the sitting.

(4) Any person who, after being duly sworn as a witness, wilfully and corruptly gives false evidence before the board concerning any matter material to the investigation, shall be liable on conviction to the penalties prescribed by law for perjury.

(5) Nothing in this Section contained shall be construed as depriving any witness of any privilege in respect of answering questions or producing documents if he would be entitled to such privilege in answering questions or producing documents before the Supreme Court.

(6) Save, as aforesaid, the board, in conducting an investigation, shall not be bound by the law of evidence in force in this Colony as to the admissibility of evidence and the competency, examination, and cross-examination of witnesses.

22. (1) The board, or any member thereof, and any other persons authorised in writing by the chairman of the board, may, at any time, enter

upon any premises in or in respect of which any industry or trade or occupation is being carried on, or in which there is taking, or has taken place, any occurrence which concerns the investigation being held by the board.

(2) Upon entering upon such premises the board, or member thereof, or person aforesaid, may inspect and view any work, material, machinery, appliance, or article therein or thereon, and interrogate any person at work in or about such premises in relation to such trade, industry, occupation, or occurrence.

(3) Any person who obstructs or hinders the board, or members, or person aforesaid, in the exercise of the powers by this Section conferred, or refuses to answer any interrogation lawfully put to him, shall be guilty of an offence and liable on conviction to a fine not exceeding fifty pounds, or, in default of payment, to imprisonment for a period not exceeding three months.

23. The board may, with the consent of the Minister, call in assessors or employ persons approved by him, to examine the books, papers, and other documents of either party, or to advise the board upon technical matters or other facts material to the investigation, but it shall not disclose, or permit to be disclosed, the results of examining such books, papers, or documents, except with the consent of both parties to the dispute.

24. (1) Every board appointed to investigate a dispute shall use its utmost endeavours to settle the dispute which it is appointed to investigate, and for that purpose shall, as expeditiously as may be, inquire into the causes and subject of the dispute and all matters incidental thereto, and affecting the merits thereof.

(2) In the course of the investigation it may make all such suggestions and do all such things as it may deem expedient and proper, to induce the parties to agree to a fair and equitable settlement.

(3) The board may adjourn its sittings from time to time and from place to place, prescribing such period as it deems reasonable for allowing the parties to agree upon terms of settlement. The time and place to which any sittings may be adjourned shall be notified to the persons appearing for the parties.

25. (1) Either party to the dispute may, at any time before or after the conclusion of the investigation, agree to be bound by the recommendation of the board in the same manner as parties to a submission under the Arbitration Ordinance, 1904, are thereunder bound, and any agreement between the parties to be so bound may be made a rule of court and enforced in the same manner as an award which has been made a rule of Court under §17 of the said Ordinance, and may be enforced as provided by that section.

(2) The draft of every such agreement may be transmitted by either party to the inspector, who shall send a copy thereof to the other party; if such other party agrees to be bound by the recommendations of the board, then such recommendations may be made a rule of court and enforced in manner aforesaid.

(3) Save as aforesaid, the report or recommendation of the board, or any proceedings had before it, shall not be enforced by any court of law.

26. (1) If a settlement of the dispute be effected between the parties while it is being investigated by the board, a memorandum of the settlement shall be drawn up by the board and signed by each of the parties.

(2) Every such memorandum shall, if the parties agree to be thereby bound, be as binding and effectual as if made upon recommendations of the board under §25.

(3) A copy of such memorandum so signed, together with the report of the proceedings of the board, shall, as soon as possible, be transmitted to the Minister.

27. (1) If a settlement of the dispute be not effected between the parties while it is being investigated by the board, the chairman thereof shall, as soon as may be after the conclusion of the investigation, transmit to the inspector, by registered post, a full report in writing of the investigation, setting forth :

(a) all the facts and circumstances ascertained by it, and, in particular, the cause or causes of the dispute ;

(b) a chronological account of the proceedings had before it ;

(c) the steps (if any) taken by the board during the proceedings to effect a settlement of the dispute ;

(d) the findings of the board and its recommendations for the settlement of the dispute in accordance with the merits thereof and with equity.

(2) The recommendations shall be signed by such members of the board as concur therein, and shall be addressed to the Minister.

(3) The recommendations of any member of the board who dissents from its recommendations, shall likewise be signed by such member and transmitted through the inspector addressed to the Minister.

(4) All such recommendations shall deal with every issue of the dispute, and shall state, in plain and concise language, omitting technicalities as far as possible, the opinions of the signatories as to what ought or ought not to be done by either party.

If the signatories are of opinion that any settlement proposed ought to remain in force for a definite period, such period shall be stated.

28. (1) Upon receipt of the report and recommendations of the board, the Minister shall forthwith cause copies thereof to be published in the "Gazette," to be sent to all the parties to the dispute, and, upon request made on behalf of any newspaper circulating in the Colony, to be sent to such newspaper for publication therein.

(2) The Minister may, further, cause any copies of the report and recommendations of the board to be published or circulated in any other manner which he may deem desirable for the purpose of securing compliance with the board's recommendations. The Minister shall give like publicity to the recommendations of any dissenting member of the board.

(3) The department shall, upon application and payment of the fee prescribed by regulation, supply certified copies of such reports and recommendations to any person.

(4) The report and recommendations of the board and the recommendations (if any) of a dissenting member of the board shall further be laid on the tables of both Houses of Parliament, if Parliament be then in session, or if it be not then in session, within seven days after the commencement of its next ensuing session.

(5) The provisions of §37 of the Powers and Privileges of Parliament Act, 1907, shall apply *mutatis mutandis* to such reports and recommendations as are in this Act mentioned, immediately upon publication thereof as if they were such publications as are in the said Section described.

29. No proceedings had or evidence given before a board shall be cognisable before any court of law in this Colony, for any purpose whatsoever, save as is otherwise provided in this Act in respect of offences thereunder.

CHAPTER V.—MISCELLANEOUS.

30. (1) Any member or officer of the board who, whether for himself or for any other person, corruptly solicits or receives, or agrees to receive from any person any fee, advantage, or reward, whether pecuniary or otherwise, as an inducement to, or in consideration of, or otherwise on account of his acting or forbearing to act in conflict with the oath of office or secrecy taken by him, shall be guilty of an offence and liable on conviction to imprisonment for a period not exceeding five years, and shall *ipso facto* become disqualified for appointment to any public office for a period of seven years from the date of such conviction.

(2) Any person who directly or indirectly gives, offers, or promises to a member or officer of the board, any fee, advantage, or reward, whether for the benefit of such member or officer or of another person, as an inducement for such member or officer to act or forbear to act in conflict with the oath of office or secrecy taken by him, shall be guilty of an offence and liable on conviction to imprisonment for a period not exceeding five years, and to a fine not exceeding five hundred pounds, or, in default of payment, to a further period of imprisonment, not exceeding two years.

31. Any person who, three months after the coming into operation of this Act, shall be carrying on a private registry office without having registered the same with the department, or who, being the keeper or person in charge of such office, shall at any time fail, on the request of the inspector, or person authorised by the inspector, to produce for inspection the books of such office, or to give any information as to the business carried on thereat reasonably required of him, or who, being a keeper or person in charge of such an office, shall charge fees at a higher rate than is prescribed under this Act by the inspector, or charge a fee where no fee has been so prescribed, shall be guilty of an offence and liable on conviction to a fine not exceeding fifty pounds or, in default of payment, to imprisonment for a period not exceeding three months.

32. Whenever any person shall be charged with an offence under this Act, the registrar or clerk of the court before which such person is charged, shall, within one month thereafter, and whether or not a conviction is obtained, report concisely in writing to the inspector the particulars of the charge, the verdict or judgment thereon, and the sentence (if any) passed by the court.

33. (1) In any proceedings against an incorporated company for an offence under this Act, the secretary, and every director or manager thereof in this Colony may be charged with such offence and shall be liable to be punished therefor, unless he proves that he was in no way a party thereto.

(2) In like proceedings against a local authority, the mayor, chairman, town clerk, secretary, or other similar officer shall be liable to be so charged with, and in like circumstances, punished for the offence.

(3) In like proceedings against a partnership every member in this Colony of such partnership shall be liable to be so charged, and in like circumstances, punished for the offence.

(4) In like proceedings against a trade union, the president, secretary, and every other officer thereof in this Colony shall be liable to be so charged, and in like circumstances, punished for the offence.

(5) Provided that nothing in this Section contained shall be deemed to exempt from liability any other person guilty of such offence.

34. (1) The Governor may, from time to time, make, alter, and rescind regulations, not inconsistent with this Act, prescribing :

- (a) the powers and duties of the inspector ;
 - (b) the forms of registers and other records to be kept by the inspector ;
 - (c) the forms of application for the appointment of a board and of any summons of parties or witnesses to attend its proceedings.
 - (d) the fees and allowances which may be made to witnesses or to other persons acting on the orders of the board, and the forms of vouchers and receipts for any fees and allowances payable under this Act ;
 - (e) the fees payable to the department for registering any private registry office or for supplying copies of any report or recommendation mentioned in this Act ;
 - (f) what returns, statistics, information, and reports shall be furnished to the inspector, and the periods at which the same shall be furnished, by employers, masters of apprentices, and by trade unions ;
 - (g) penalties for any contravention of or default in complying with the regulations, not exceeding a fine of fifty pounds, or, in default of payment thereof, imprisonment for a period of six months ;
- and generally, for the better carrying out of the objects and purposes of this Act.

(2) All such regulations shall be of force and effect on publication in the "Gazette."

(3) All such regulations shall, within seven days after such publication, be laid on the tables of both Houses of Parliament, if Parliament be then in session, and if Parliament be not then in session, within seven days after the commencement of its next ensuing session.

35. No proceeding under this Act had before a board, nor any act or omission of a board, shall be deemed invalid by reason of any defect in form or technical irregularity.

36. This Act may be cited for all purposes as the Industrial Disputes Prevention Act, 1909, and shall not come into operation unless and until the Governor shall declare, by proclamation in the "Gazette," that it is His Majesty's pleasure not to disallow the Act, and thereafter it shall come into operation on such date as the Governor may, by like proclamation, declare.

SCHEDULE.

(Forms.)

2. Act to consolidate and amend the laws in force in the Union relating to the operating of Mines, Works and Machinery, and to certificates. (Assented to 15th April, 1911.)

1. The laws mentioned in the Schedule to this Act shall be and are hereby repealed to the extent set out in the fourth column of that Schedule, together with so much of any other law as may be repugnant to or inconsistent with the provisions of this Act.

2. In this Act and in any regulations or rules made thereunder, unless inconsistent with the context—

"inspector" shall include a chief inspector, inspector, deputy inspector, or assistant inspector ;

"Minister" shall mean the Minister of Mines or any other Minister to whom the Governor-General may from time to time assign the administration of this Act ;

"machinery" shall mean and include stationary and portable boilers, steam apparatus, steam and other engines, including locomotives and all appliances or combinations of appliances which can be used for developing, receiving, transmitting or converting either mechanical or natural power, but shall not include any locomotives owned or used by the Department of Railways and Harbours ;

"mine" shall mean and include all excavations for the purpose of searching for or winning minerals, as well as the working of mineral deposits, whether abandoned or actually being worked on the surface, from the surface downwards and underground, together with all buildings, premises, erections, and appliances belonging or appertaining thereto above and below ground for the purpose of prospecting for or winning metals, minerals, or precious stones by boring, excavating, dredging or hydraulicing ;

"mineral" shall mean and include all substances (including mineral oils) which can be obtained from the earth by mining, digging, dredging, hydraulicing, quarrying or other operations, for purposes of profit ;

"owner," in relation to a mine or works or machinery, shall mean any person who is the immediate holder or lessee of a mine or of works or machinery or part thereof, or a tributor for the working of a mine or any part thereof, and, in the case of a mine or works or machinery owned by an incorporated or registered company, the term "owner" shall include every director or secretary or representative of the company in the Union, and, in the case of a mine or works or machinery owned by an unincorporated body of persons, shall include every member of that body in the Union. A person who owns only the soil on which a mine or any works or machinery may be situate shall not be deemed to be an "owner" for the purposes of this Act ;

"regulation" shall mean a regulation made and in force under this Act ;

"Sundays," "Christmas Day," and "Good Friday" shall mean the period from twelve o'clock midnight on the day previous to any such day to twelve o'clock midnight on any such day ;

"works" shall mean chemical works, metallurgical works, reduction works, ore-dressing works, petroleum works, salt works, brickmaking works, lime works, pottery works, sugar mills, flour mills, saw mills and any places where machinery is erected or used (other than works owned or used by the Department of Railways and Harbours), and all dams, reservoirs and other appliances for conserving water or for producing or transmitting energy or for transporting water or material for the same, with the exception of dams or reservoirs which are erected outside proclaimed fields, proclaimed mines, or land proclaimed a public digging, and are used solely for agricultural purposes or for the public service.

3. The supervision of all mines and works and machinery shall be exercised by the Government Mining Engineer and subject to the directions of the Government Mining Engineer, by inspectors of mines, inspectors of machinery, inspectors of explosives and other officers duly appointed by the Governor-General for the purpose.

4. (1) The Governor-General may make regulations, not inconsistent with this Act, in respect of or in connection with all or any of the following matters or things, namely :

(a) the protection and preservation of the surface of mines or works and buildings, roads, railways and other structures, and enclosures on or

above the surface of the ground, and the conditions under which any such buildings, roads, railways, structures and enclosures may be undermined ;

(b) the making and keeping of mine plans and the depositing of copies of the same with the Mines Department ;

(c) the making of statistical and other reports relating to mines, works and machinery ;

(d) the duties and responsibility of owners, managers, overseers and other persons engaged in or about mines, works and machinery ;

(e) appeals from any decision of or instruction given by the Government Mining Engineer, an inspector of mines, an inspector of machinery, an inspector of explosives, or other officer ;

(f) the storage, receipt, distribution, transport and use of explosives underground in mines ;

(g) the manner of holding inquiries at or in connection with any mine or works, the procedure to be followed at any such inquiry and the mode of securing the attendance of witnesses thereat ;

(h) the provision of ambulances and medical aid in case of accident ;

(i) the conditions upon which machinery may be erected or used ;

(j) the fees which shall be payable for any inspection under this Act ;

(k) prohibitions or restrictions in relation to the making or use of roads or railways or other travelling ways over, or the erection or use of buildings or other subjects on, areas which have been undermined ;

(l) the safety and health of persons employed in or about mines and works, and, generally, of persons, property and public traffic ;

(m) the procedure to be followed in connection with trials by an inspector under this Act ;

(n) the grant, cancellation and suspension of certificates of competency to—

(1) mine managers,

(2) mine overseers,

(3) mine surveyors,

(4) mechanical engineers,

(5) engine-drivers,

(6) miners entitled to blast ;

(7) such other classes of persons employed in, at, or about mines, works, and machinery as the Governor-General may from time to time deem it expedient to require to be in possession of certificates of competency ;

(o) the fees to be payable by persons applying for any of the certificates mentioned in paragraph (n) or on their admission to an examination for any such certificate ;

(p) underground contract work on mines, the measurement of such work, and the procedure to be adopted in the settlement of disputes arising therefrom ;

and, generally, for ensuring the proper working and management of all mines, works and machinery, and for better carrying out the objects and purposes of this Act.

(2) Different regulations may be made in respect of different Provinces or mining districts of the Union.

(3) The regulations may prescribe penalties for any contravention thereof or failure to comply therewith, not exceeding the penalties mentioned in §16 ; and daily penalties may be prescribed for a continuing contravention or non-compliance, or increased penalties may be prescribed for a second or

subsequent contravention or non-compliance, subject always to the limitations mentioned in §16.

5. (1) The manager of a mine may make special rules, not inconsistent with this Act or any regulation, for the maintenance of order and discipline, and the prevention of accidents in any such mine. The rules, when made, shall be submitted through an inspector of mines to the Government Mining Engineer, who shall send the same to the Minister for his approval, and when approved by him they shall take effect after they have been posted up in a conspicuous place at the mine for fourteen clear days.

(2) The Minister, if he consider any such rule unreasonable, unnecessary or otherwise undesirable, may disallow it, or at any time require it to be altered.

(3) Any objection to such rules may be lodged at the office of the inspector of mines, and shall be forwarded by him to the Government Mining Engineer, who shall submit the same, with his remarks thereon, to the Minister, who may either confirm or alter the rule regarding which the objection may have been lodged.

(4) All such rules, when and so long as they are so posted up and are legible, shall, until so disallowed and save in so far as they are so altered, have the same force and effect as the regulations; and any person who contravenes or fails to comply with any such rule shall be liable on conviction to a fine not exceeding five pounds, or, in default of payment, to imprisonment with or without hard labour for a period not exceeding fourteen days.

6. No person shall perform, or cause or permit to be performed, any work in or about any mine on Sundays, Christmas Day or Good Friday, unless the work be—

(a) attending to and working pumping machinery, ventilating machinery, or machinery for the supply of light, heat or power, or steam boilers belonging to any such machinery;

(b) such repairs above or below the surface as cannot be delayed without causing damage, or danger to life, health or property: in that class of work shall be included labour in workshops necessary and incidental to any such repairs;

(c) any continuous chemical, metallurgical, or smelting process, if a stoppage thereof during the whole of any such day would either prevent its immediate resumption on the next succeeding day or diminish the effectiveness of the process;

(d) the running of stamp mills or other machinery used for crushing ore and erected before the commencement of this Act:

Provided that if any question arise as to the repairs which fall within paragraph (b) or the processes which fall within paragraph (c) of this Section the opinion of the Government Mining Engineer shall be conclusive: Provided further that special permission may, on application to an inspector of mines, be granted by the Government Mining Engineer for carrying on temporarily any other necessary work, in addition to work in this Section described, on the days aforesaid in or about any mine.

7. The Government Mining Engineer may in his discretion permit the driving of a connecting tunnel, shaft or incline, by any person working a mine through proclaimed land or any land held under a mining title or land the undermining rights whereunder are held by another person or by the Crown:

Provided that—

(a) the tunnel, shaft or incline is necessary for the improved working of the mine;

(b) the making of the tunnel, shaft or incline will not hinder the working of any such land ;

(c) the person making the tunnel, shaft or incline is willing to make good all damage arising from the making thereof ;

(d) the minerals extracted in the tunnel, shaft or incline will be handed over free of cost to the person entitled to the minerals in any such land.

8. (1) No person shall employ underground on any mine a boy apparently under the age of sixteen years or any female.

(2) No person apparently under the age of sixteen years shall work in or upon any mine longer than eight hours during any consecutive twenty-four hours or longer than forty-eight hours during any consecutive seven days, except for the purpose of performing such work as is described in paragraph (b) of §6. The period of work shall, for the purposes of this Section, be exclusive of the time occupied in going to or from the working place.

(3) No person shall cause or permit the performance of any work in contravention of any provision of Sub-section (1) or (2).

9. (1) No person employed to perform underground work in any mine shall work, and no person shall cause or permit any person so employed to work, underground for a longer period than eight hours during any consecutive period of twenty-four hours or forty-eight hours during any consecutive seven days, exclusive of the time occupied in going to or from the working place.

(2) The provisions of Sub-section (1) shall not apply—

(a) to work necessitated by accident or other emergency ; or

(b) to the work or service of any mine official or of any special class of underground employee exempted by the Minister for the reason that such work or service is performed or rendered for the purpose of securing safety or of transporting employees to or from their working places underground in the mine ; or

(c) to work in any coal or base metal mine ; or

(d) to any particular mine or particular class of underground work, outside the mining districts of Johannesburg, Boksburg and Krugersdorp, exempted by the Minister by notice in the *Gazette* :

Provided that the Governor-General may make regulations limiting the hours of underground work upon any such mine as is described in paragraph (c) or (d) of this Sub-section.

10. (1) Every inspector of mines, machinery or explosives may try any breach of a regulation or of any rule in force under §5, unless the death of any person has been caused by the breach.

(2) Any such officer when acting under this Section may, on finding a person guilty of a breach of a regulation or rule, impose a fine not exceeding five pounds, and in default of payment of the fine, the officer shall notify the amount to the offender's employer, who shall withhold the amount so notified from any wages due or to become due to the offender, and pay it over to the officer aforesaid for the benefit of the Consolidated Revenue Fund.

(3) At every such trial any such officer shall, with the assistance, if necessary, of an interpreter, take down the evidence in writing and record his finding and sentence in writing and transmit the same to the magistrate of the district, and an appeal shall lie to that magistrate against any such finding or sentence if within twenty-one days after the date of the sentence notice, stating the grounds of appeal, be given in writing to the magistrate and the officer aforesaid. The decision of the magistrate upon any such appeal shall be final.

11. (1) Whenever any accident, causing death or grievous bodily harm to any person, occurs at a mine or upon any works, an inspector of mines, machinery, or explosives shall hold an inquiry into the cause of the accident, and whenever in any other circumstances the inspector deems it necessary to, may hold such an inquiry.

(2) An inspector of mines, machinery, or explosives, or any Government officer deputed by the Government Mining Engineer, may hold an inquiry whenever he has reason to believe that any regulations or special rules made under this Act have been contravened, or whenever, in the opinion of the Government Mining Engineer, it is for any other reason expedient that an inquiry be held as to occurrences at any mine or works.

(3) The evidence at every such inquiry shall be taken down in writing by the said officer and transmitted by him with his report to the Government Mining Engineer, and, in the case of an accident causing loss of life or serious injury, to the Attorney-General of the Province.

(4) Upon consideration of such evidence and report, the Government Mining Engineer may in his discretion order a further inquiry to be held by another inspector of mines, machinery, or explosives.

(5) Nothing contained in this Section shall be deemed to affect the law in force in any Province requiring and regulating inquests or other inquiries in case of death from other than natural causes, and in every case of death caused by such accident as aforesaid there shall be held in addition to any inquiry rendered necessary by this Section, such inquest or other inquiry as shall be provided for by the law of the Province where such death occurs.

12. (1) For the purposes of any trial mentioned in §10 or inquiry mentioned in §11, the said officer may in manner prescribed by regulation, summon witnesses to give evidence or to produce documents or any article or thing which he may deem requisite for properly conducting the trial or inquiry.

(2) Whenever at any inquiry evidence has been given wherefrom any person is of opinion that he may be charged with contravening any provision of this Act or a regulation, or may be held responsible in any manner for the accident forming the subject of the inquiry, such person may cross-examine any witness or may require the inspector to summon any witness on his behalf either to give evidence or to produce documents or any article whatsoever, and every such person may appoint any other person to represent him at the inquiry.

(3) Any person so summoned who fails, without reasonable excuse, to comply with the terms of the summons, shall be guilty of an offence and liable on conviction before a court of resident magistrate to a fine not exceeding ten pounds, or, in default of payment, to imprisonment with or without hard labour for a period not exceeding one month.

(4) Any person, whether summoned or not, who, while under examination refuses to answer to the best of his knowledge or belief all questions lawfully put to him by or with the concurrence of the said officer, or who at the trial or inquiry wilfully insults the said officer or wilfully interrupts the proceedings, shall be guilty of an offence and liable on such conviction as is mentioned in Sub-section (2) to the penalties therein mentioned.

(5) At any such trial the officer aforesaid shall, and at any such inquiry he may, administer an oath to witnesses, and if any witness to whom an oath has been so administered gives false evidence material to the issue at the trial or the subject of the inquiry, knowing it to be false, he shall be guilty of an offence and liable on conviction to the penalties prescribed by law for perjury.

(6) Any such witness shall have the same privileges in respect of answering questions or producing documents as he would have under the same circumstances if he were summoned as a witness before a superior court.

13. (1) Any inspector of mines, medical inspector of mines, inspector of machinery, or inspector of explosives may enter upon any mine or works and inspect or examine the same or any part thereof or any machinery thereon at any hour of the day or night, provided he does not impede or obstruct the working of the mine or the carrying on of the works.

(2) Whenever any such inspector finds at any mine or works that anything or any practice in any way connected therewith is dangerous or defective, or that the absence of anything or practice is calculated to cause bodily injury to or be injurious to the health of any person, and no provision exists in any law, regulation, or special rule, requiring any such thing to be done or not to be done, or requiring any such practice to be observed, or forbidding any such practice, he shall give notice in writing to the manager of the mine or works stating the particular thing, matter, or practice which he requires to be done or not to be done, or observed or discontinued, and may give such instructions relative thereto as he may deem expedient: Provided that an appeal shall lie to the Government Mining Engineer in manner prescribed by regulation against any decision or instruction given under this Section by any such inspector.

14. Any person who obstructs or hinders any officer of the Mines Department in the discharge of his duty, or disobeys any lawful order given by any such officer, or refuses or neglects to furnish any such officer with the means and assistance necessary for making an entry, inspection, examination, or inquiry under this Act or any regulation, or to attend when required any such inspection or examination, shall be liable on conviction to a fine not exceeding one hundred and fifty pounds, or, in default of payment, to imprisonment with or without hard labour for a period not exceeding twelve months.

15. Any person who obtains or attempts to obtain a certificate of competency under regulation by means of fraud or false pretences or any false document shall be liable on conviction to a fine not exceeding seventy-five pounds, or, in default of payment, to imprisonment with or without hard labour for a period not exceeding six months. A certificate obtained by any such means shall, upon the conviction, be *ipso facto* cancelled.

16. (1) Any person who contravenes any provision of this Act or of any regulation, or who fails to comply with the terms of any notice or instruction given by an officer of the Mines Department under this Act or any regulation shall, if no penalty be expressly provided by this Act or by the regulations for the contravention thereof or failure to comply therewith, be liable on conviction to a fine not exceeding £150, or, in default of payment, to imprisonment with or without hard labour for a period not exceeding twelve months.

(2) A court of resident magistrate shall have special jurisdiction to impose the maximum penalties mentioned in this Section, anything to the contrary notwithstanding in any law relating to courts of resident magistrate.

17. If any person be guilty of any act or omission or contravene any of the provisions of this Act or of the regulations or of any rules in force under §5, whereby—

(a) the safety of any person is endangered, or likely to be endangered, he shall be liable on conviction to a fine not exceeding £250, or, in default of payment, to imprisonment with or without hard labour for a period not exceeding twelve months ;

(b) serious bodily injury is caused to any person, he shall be liable on conviction to a fine not exceeding £500, or, in default of payment, to imprisonment with or without hard labour for a period not exceeding twelve months ;

(c) the death of any person is caused, he shall be liable on conviction to a fine not exceeding £1,000, or, in default of payment, to imprisonment with or without hard labour for a period not exceeding two years, or to such imprisonment without the option of a fine :

Provided that nothing in this section or in §16 contained shall be construed as exempting any person from prosecution for an offence under the common law or any other statute, or as preventing the imposition on such a person, if convicted for such an offence, of a more severe penalty than is prescribed for a contravention of this Act or the regulations.

18. In the event of any contravention or failure to comply with any provision of this Act or the regulations by a company, any director, secretary, or manager of the company who is within the Union shall be liable to prosecution and punishment.

19. This Act may be cited for all purposes as the Mines and Works Act, 1911, and shall commence and come into operation on a date to be fixed by the Governor-General by proclamation in the "Gazette," but notwithstanding that this Act may have come into operation in any Province, any regulations in force in such Province immediately prior to the commencement of this Act and made under any law hereby repealed, shall continue in force until rescinded by the Governor-General.

SCHEDULE.

LAWS REPEALED.

Province.	No. & Year of Law.	Title or Subject of Law.	Extent of Repeal.
Cape of Good Hope.	Act No. 19 of 1883.	The Precious Stones and Minerals Mining Act, 1883.	So much as enables the Governor-General to make regulations under §71 of the Act.
"	Act No. 18 of 1894	The Private Mines Inspection Act, 1894	The whole.
"	Act No. 31 of 1898.	The Precious Minerals Act, 1898	§109.
"	Act No. 11 of 1899	The Precious Stones Act, 1899	§117.
"	Act No. 16 of 1907	The Mineral Law Amendment Act, 1907	§47.
Natal	Act. No 43 of 1899	The Natal Mines Act, 1899	§§113, 114, and paragraph (p) of §141, so far as it relates to hours of labour and the age below which persons may not be employed; §143, except paragraph (c); and §§144 and 145.
"	Act No. 28 of 1901	For the inspection and regulation of boilers	The whole.
Transvaal	Ordinance No. 50 of 1903	The Mining Certificates Ordinance, 1903	The whole.

SCHEDULE.

LAWS REPEALED—continued.

Province.	No. & Year of Law.	Title or Subject of Law.	Extent of Repeal.
Transvaal	Ordinance No. 54 of 1903	The Mines, Works, and Machinery Regulations Ordinance, 1903	So much as is unrepealed.
..	Ordinance No. 31 of 1905	The Mines, Works, and Machinery Regulations Amendment Ordinance, 1905	So much as is unrepealed.
..	Ordinance No. 11 of 1906	The Mining Certificates Amendment Ordinance, 1906	The whole.
..	Act No. 32 of 1909	The Mines, Works, Machinery, and Certificates Act, 1909	The whole.
..	Act No. 8 of 1910.	The Mines, Works, Machinery and Certificates Amendment Act, 1910	The whole.
Orange Free State	Ordinance No. 3 of 1904	The Mining of Precious Metals Ordinance, 1904	§6, Sub-sections (1), (3), (4), (11) and (12), and §§11 and 12.
..	Ordinance No. 4 of 1904	The Mining of Precious Stones Ordinance, 1904	§6, Sub-sections (1), (3) (4), (7), (8), and (9).
..	Ordinance No. 8 of 1904	The Mining of Base Metals Ordinance, 1904	§12, Sub-sections (1), (2), (4), (5) and (7).

Vb. India

An Act to consolidate and amend the Law regulating labour in factories (Act No. XII. of 1911). (Dated 24th March, 1911.)

CHAPTER I.—PRELIMINARY.

This Act may be called the Indian Factories Act, 1911.

It shall come into force on the first day of July, 1912; and

(3) It extends to the whole of British India, including British Baluchistan and the Sonthal Parganas.

2. In this Act, unless there is anything repugnant in the subject or context—

(1) "Child" means a person who is under the age of 14 years :

(2) A person who works in a factory, whether for wages or not—

(a) in a manufacturing process or handicraft, or

(b) in cleaning any part of the factory used for any manufacturing process or handicraft, or

(c) in cleaning or oiling any part of the machinery, or

(d) in any other kind of work whatsoever, incidental to, or connected with, the manufacturing process or handicraft, or connected with the article made or otherwise the subject of the manufacturing process or handicraft therein—

shall be deemed to be employed therein.

Explanation.—The term "manufacturing process" shall be deemed to include the baling of any material for transport.

(3) "Factory" means any premises wherein, or within the precincts of which steam, water or other mechanical power or electrical power is used

in aid of any process for or incidental to making, altering, repairing, ornamenting, finishing or otherwise adapting for use, for transport or for sale any article or part of an article.

(4) "Inspector" includes an additional inspector.

(5) "Mill-gearing" includes every shaft, whether upright, oblique or horizontal, and every wheel, drum, pulley, rope, chain, wire, driving strap or band by which the motion of the first moving power is communicated to any machine appertaining to any manufacturing process.

(6) "Occupier" includes a managing agent or other person authorised to represent the occupier.

(7) "Prescribed" means prescribed by this Act or by rules made thereunder.

(8) "System of shifts" means a system of relays in which the time of the beginning and ending of the period or periods of employment of each person is fixed for each relay.

(9) "Textile factory" means a factory wherein is carried on any process for or incidental to making, altering, repairing, ornamenting, finishing or otherwise adapting for use, for transport or for sale, cotton, wool, hair, silk, flax, hemp, jute, tow, china-grass, cocoanut fibre or other like material, either separately or mixed together or mixed with any other material, or any fabric made thereof.

Provided that the term "textile factory" shall not be deemed to include the following factories, namely:—cloth-printing works, bleaching and dyeing works, lace warehouses, paper mills, flax scutch mills, silk filatures, factories for ginning cotton, decorticating fibre, pressing cotton, jute or other fibre, rope works and hat works.

3. (1) Nothing in the following chapters shall apply to :

(a) any mine subject to the operation of the Indian Mines Act, 1901, or

(b) any electrical generating or transforming station, or

(c) any indigo factory, or

(d) any factory situated on and used solely for the purposes of a tea or coffee plantation, or

(e) any factory wherein on no day in the year are more than forty-nine persons simultaneously employed :

Provided that the Local Government may, subject to the control of the Governor-General in Council by notification in the local official *Gazette*, apply to any factory or class of factories wherein any specified number of persons, not being less than twenty, are on any day simultaneously employed, all or any of the provisions of this Act which would, save for Clause (e) of this Sub-section, have applied.

(2) The provisions of Chapters IV. and V. and §§35 and 36 shall not, unless the Local Government by order in writing otherwise directs, apply to any person employed solely in any place within the precincts of a factory, not being a cotton reeling-room or winding-room in which place no steam, water or other mechanical power or electrical power is used in aid of the manufacturing process carried on in such factory, or in which such power is used solely for the purpose of moving or working any appliances in connection with the bringing or taking of any goods into or out of the factory.

CHAPTER II.—INSPECTORS AND CERTIFYING SURGEONS.

4. (1) The Local Government may, by notification in the local official *Gazette*, appoint such persons as it thinks fit to be inspectors of factories within such local limits as it may assign to them respectively.

(2) No person shall be appointed to be an inspector under Sub-section (1), or, having been so appointed, shall continue to hold the office of inspector, who is or becomes directly or indirectly interested in a factory or in any process or business carried on therein or in any patent or machinery connected therewith.

(3) The District Magistrate shall be an inspector under this Act.

(4) The Local Government may also, by notification as aforesaid, and subject to the control of the Governor-General in Council, appoint such public officers as it thinks fit to be additional inspectors for all or any of the purposes of this Act within such local limits as it may assign to them respectively.

(5) In any area where there are more inspectors than one, the Local Government may, by notification as aforesaid, declare the powers which such inspectors shall respectively exercise, and the inspector to whom the prescribed notices are to be sent.

(6) Every inspector shall be deemed to be a public servant within the meaning of the Indian Penal Code, and shall be officially subordinate to such authority as the Local Government may indicate in this behalf.

5. Subject to any rules in this behalf, an inspector may, within the local limits for which he is appointed :

(a) enter, with such assistants (if any) as he thinks fit, any place which is, or which he has reason to believe to be, used as a factory ;

(b) make such examination of the premises and machinery and of any prescribed registers, and take on the spot or otherwise such evidence of any persons as he may deem necessary for carrying out the purposes of this Act ; and

(c) exercise such other powers as may be necessary for carrying out the purposes of this Act :

Provided that no one shall be required under this Section to answer any question or give any evidence tending to criminate himself.

6. The Local Government may appoint such qualified medical practitioners as it thinks fit to be certifying surgeons for the purposes of this Act within such local limits as it may assign to them respectively.

7. (1) A certifying surgeon shall, at the request of any person desirous of being employed in a factory situated within the local limits for which he is appointed, or of the parent or guardian of such person, or of the manager of the factory in which such person desires to be employed, examine such person and grant him a certificate in the prescribed form, stating his age, as nearly as it can be ascertained from such examination, and whether he is fit for employment in a factory.

(2) Where a certifying surgeon refuses to certify that a person is fit for employment in a factory, he shall, if required by such person, or his parent or guardian, or the manager of the factory in which such person desires to be employed, state in writing his reasons for such refusal.

8. A certifying surgeon may authorise any person practising medicine or surgery to exercise the functions assigned to him by §7, and may revoke such authority :

Provided that no certificate granted under this Section shall, unless confirmed, on personal examination of the person named therein, by the certifying surgeon who conferred the authority, be valid after the first date subsequent to the grant thereof on which such certifying surgeon visits the factory in which the person named therein is employed.

CHAPTER III.—HEALTH AND SAFETY.

9. The following provisions shall apply to every factory :—

(a) It shall be kept clean, and free from effluvia arising from any drain, privy or other nuisance ;

(b) It shall not be so overcrowded while work is carried on therein as to be dangerous or injurious to the health of the persons employed therein ;

(c) It shall be ventilated in such a manner as to render harmless, as far as practicable, any gases, vapours, dust or other impurities generated in the course of the work carried on therein that may be injurious to health.

10. If in a factory in which any process is carried on by which dust or other impurity is generated and inhaled by the workers to an injurious extent, it appears to the inspector that such inhalation could be, to a great extent, prevented by the use of a fan or other mechanical means, the inspector may serve on the manager of the factory an order in writing, directing that a fan or other mechanical means of a proper construction for preventing such inhalation be provided, maintained and used before a specified date.

11. (1) Every factory shall be sufficiently lighted.

(2) In the case of any factory which is not in the opinion of the inspector so lighted, the inspector may serve on the manager of the factory an order in writing, specifying the measures which he considers necessary for the attainment of a sufficient standard of lighting, and requiring him to carry them out before a specified date.

12. (1) In any factory in which humidity of the atmosphere is produced by artificial means, the water used for the purpose of producing humidity shall be taken either from a public supply of drinking water or from some other source of water ordinarily used for drinking, or shall be effectively purified before being used for the purpose of producing humidity.

(2) In the case of any factory in which any water required under Sub-section (1) to be effectively purified is not in the opinion of the inspector so purified, the inspector may serve on the manager of the factory an order in writing, specifying the measures which he considers necessary for effectively purifying the water, and requiring him to carry them out before a specified date.

13. Every factory shall be provided with sufficient and suitable latrine accommodation, and if the Local Government so requires, with separate urinal accommodation for the persons employed in the factory :

Provided that the inspector may, subject to such conditions as the Local Government may lay down in this behalf, by an order in writing exempt any factory from the provisions of this Section.

14. In every factory there shall be maintained a sufficient and suitable supply of water fit for drinking for the use of the persons employed in the factory.

15. In every factory the construction of which is commenced after the commencement of this Act, the doors of each room in which more than thirty persons are employed shall, except in the case of sliding doors, be constructed so as to open outwards.

16. (1) Every factory shall be provided with such means of escape in case of fire for the persons employed therein as can reasonably be required in the circumstances of each case.

(2) In the case of any factory which is not in the opinion of the inspector so provided, the inspector may serve on the manager of the factory an order in writing, specifying the measures which he considers necessary for providing such means of escape, and requiring him to carry them out before a specified date.

17. No person shall smoke, or use a naked light, or cause or permit any such light to be used in the immediate vicinity of any inflammable material in any factory.

18. (1) (a) Every fly-wheel directly connected with a steam-engine, water-wheel or other mechanical power or electrical power in any part of the factory and every part of any water-wheel or engine worked by any such power,

(b) Every hoist or teagle and every hoist-well, trap-door or other similar opening near which any person is liable to pass or be employed ; and

(c) Every part of the machinery which the Local Government may by rule require to be kept fenced—
shall be securely fenced.

(2) If in any factory there is any other part of the machinery or mill-gearing which may in the opinion of the inspector be dangerous if left unfenced, the inspector may serve on the manager of the factory an order in writing, specifying the measures which he considers necessary for fencing such part in order to remove the danger, and requiring him to carry them out before a specified date.

(3) All fencing must be constantly maintained in an efficient state while the parts required to be fenced are in motion or use, except where they are under repair or are under examination in connection with repair or are necessarily exposed for the purpose of cleaning or lubricating or for altering the gearing or arrangements of the parts of the machinery.

(4) Such provision as may be prescribed shall be made for the protection from danger of persons employed in attending to the machinery or boilers of any factory.

19. No woman or child shall be allowed to clean any part of the mill-gearing or machinery of a factory while the same is in motion by the action of steam, water, or other mechanical power or electrical power, as the case may be, or to work between the fixed and traversing parts of any self-acting machine while such machine is in motion by the action of any power above described.

20. No woman or child shall be employed in the part of a factory for pressing cotton in which a cotton-opener is at work :

Provided that, if the feed-end of a cotton-opener is in a room separated from the delivery-end by a partition extending from the floor to the roof, women and children may be employed in the room in which the feed-end is situated.

CHAPTER IV.—HOURS OF EMPLOYMENT AND HOLIDAYS.

21. (1) In every factory there shall be fixed for each working day, at intervals not exceeding six hours, periods of not less than half an hour during which all work shall be discontinued.

(2) Nothing in Sub-section (1) shall apply to—

(a) any work performed by any person while employed in accordance with a system of shifts approved by the inspector ; or

(b) the work of sizing, calendering, finishing, sewing, or tailoring in textile factories, or in cloth-printing works, or in bleaching or dyeing works ; or

(c) work on urgent repairs executed in railway or tramway workshops or running sheds, or in engineering works or ship-repairing works ; or

(d) any work mentioned in Part A or in Part B of Schedule I. ; or

(e) the factories mentioned in Part C of the said Schedule.

(3) Where it is proved to the satisfaction of the Local Government—

(a) that any class of work not specified in Part A of Schedule I. is of an urgent nature or is such as in the interests of efficiency is commonly performed while the main manufacturing process of the factory is discontinued ; or

(b) that there is in any class of factories not specified in Part B of the said Schedule any work which necessitates continuous production for technical reasons ; or

(c) that any class of factories not specified in Part C of the said Schedule requires, by reason of the exigencies or special circumstances of the trade carried on therein, an uninterrupted working day—

the Local Government may, subject to the control of the Governor-General in Council, by notification in the local official *Gazette*, exempt :

in case (a), such class of work ;

in case (b), work of the nature described in such class of factories ;

in case (c), such class of factories ;

from the provisions of Sub-section (1) on such conditions, if any, as it may impose.

22. (1) No person shall be employed in any factory on a Sunday, unless—

(a) he has had, or will have, a holiday for a whole day on one of the three days immediately preceding or succeeding the Sunday ; and

(b) the manager of the factory has, previous to the Sunday or the substituted day (whichever is earlier), given notice to the inspector of his intention so to employ the said person and of the day which is to be substituted and has at the same time affixed a notice to the same effect in the place mentioned in §36.

(2) Nothing in Sub-section (1) shall apply to work on urgent repairs executed in railway or tramway workshops or running sheds or in engineering works or ship-repairing works.

(3) Nothing in Sub-section (1) shall apply to any person employed on any work specified in Part A of Schedule I. or in Part A of Schedule II. or to any factory specified in Part B of Schedule II.

(4) Where it is proved to the satisfaction of the Local Government—

(a) that any class of work not specified in Part A of Schedule I. is of an urgent nature or is such as in the interests of efficiency is commonly performed while the main manufacturing process of the factory is discontinued ; or

(b) that there is in any class of factories not specified in Part A of Schedule II. any work which necessitates continuous production for technical reasons ; or

(c) that any class of factories not specified in Part B of Schedule II. supplies the public with articles of prime necessity which must be made or supplied every day ; or

(d) that in any class of factories the work performed, by the exigencies of the trade or by its nature, cannot be carried on except at stated seasons, or at times dependent on the irregular action of natural forces—

the Local Government may, subject to the control of the Governor-General in Council, by notification in the local official *Gazette*, exempt—

in case (a), such class of work ;

in case (b), work of the nature described in such class of factories

and

in cases (c) and (d), such class of factories—

from the provisions of Sub-section (1), on such conditions, if any, as it may impose

23. With respect to the employment of children in factories the following provisions shall apply :—

(a) no child shall be employed in any factory unless he is in possession of a certificate granted under §7 or §8 showing that he is not less than nine years of age and is fit for employment in a factory, and while at work carries either the certificate itself or a token giving reference to such certificate ;

(b) no child shall be employed in any factory before half-past five o'clock in the morning or after seven o'clock in the evening ;

(c) no child shall be employed in any factory for more than seven hours in any one day.

24. With respect to the employment of women in factories, the following provisions shall apply :—

(a) no woman shall be employed in any factory before half-past five o'clock in the morning or after seven o'clock in the evening ;

(b) no woman shall be employed in any factory for more than eleven hours in any one day.

25. No person shall employ, or permit to be employed, in any factory any woman or child whom he knows, or has reason to believe, to have already been employed on the same day in any other factory.

26. The manager of a factory shall fix specified hours for the employment of each woman and child employed in such factory, and no woman or child shall be employed except during such hours.

27. Nothing in §24 or §26 shall apply to any woman in any factory for ginning or pressing cotton in which such number of women are employed as are in the opinion of the inspector sufficient to make the hours of employment of each woman not more than eleven in any one day.

CHAPTER V.—SPECIAL PROVISIONS FOR TEXTILE FACTORIES.

28. No person shall be employed in any textile factory for more than twelve hours in any one day.

29. (1) No person shall be employed in any textile factory before half-past five o'clock in the morning or after seven o'clock in the evening.

(2) Nothing in Sub-section (1) shall apply to any person while employed in accordance with a system of shifts approved by the inspector.

30. (1) Nothing in §28 or §29 shall apply to—

(a) the work of calendering, finishing sewing or tailoring ; or

(b) the work of cloth-printing, bleaching or dyeing ; or

(c) any work specified in Part A of Schedule I.

(2) Where it is proved to the satisfaction of the Local Government that any work not specified in Part A of Schedule I. is of an urgent nature, or is such as in the interests of efficiency is commonly performed while the main manufacturing process of the factory is discontinued, the Local Government may, subject to the control of the Governor-General in Council, by notification in the local official *Gazette*, exempt any person employed on such work from the operation of §28 or §29 on such conditions, if any, as it may impose.

31. (1) The period for which mechanical power or electrical power is used in any textile factory shall not in any one day exceed twelve hours.

(2) Nothing in Sub-section (1) shall apply to any mechanical power or electrical power while being solely used in aid of the work performed by any person employed in accordance with a system of shifts approved by the inspector.

(3) Nothing in Sub-section (1) shall apply to any mechanical power or electrical power required in connection with any work specified in Sub-section (1) of §30, or in connection with any work which is exempted by the Local Government under Sub-section (2) of the same Section.

32. No child shall be employed in any textile factory for more than six hours in any one day.

CHAPTER VI.—NOTICES AND REGISTERS.

33. (1) Every person occupying a factory shall :

(a) in the case of existing factories, within one month after the commencement of this Act ; or

(b) in the case of a factory which starts work after the commencement of this Act, within one month after he begins to occupy the factory,

send to the inspector a written notice containing—

(i.) the name of the factory and of the place where it is situate ;

(ii.) the address to which he desires his letters to be directed ;

(iii.) the nature of the work performed in such factory ;

(iv.) the nature and amount of the moving power therein ; and

(v.) the name of the person who shall be deemed to be the manager

of the factory, for the purposes of this Act :

Provided that in the case of a seasonal factory such notice shall be sent on or before the date of starting work for each season.

(2) If the manager of the factory is changed, the occupier shall send to the inspector, within seven days from the date on which the change is made, written notice of the change.

(3) During any period for which no person has been designated as manager of a factory under this Section, the occupier shall himself be deemed to be the manager of the factory for the purposes of this Act.

34. When any accident occurs in a factory causing death or bodily injury, whereby the person injured is prevented from returning to his work in the factory during the forty-eight hours next after the occurrence of the accident, the manager shall send notice of the accident to such authorities in such form and within such time as may be prescribed.

35. In every factory there shall be kept, in the prescribed form, a register of the children (if any) employed in such factory, and of the nature of their respective employment.

36. (1) There shall be affixed in some conspicuous place near the main entrance of every factory, in English and in the language of the majority of the operatives in such factory, the prescribed abstracts of this Act and of the rules made thereunder, and also a notice containing the standing orders of the factory upon the following matters, namely :—

(a) the time of beginning and ending work on each day ;

(b) the periods during which all work is discontinued under §21 ;

(c) the hours of beginning and ending work for each shift (if any) ;

and

(d) the hours of employment of women and children respectively, if not employed in shifts.

(2) A copy of the said notice shall be sent to the inspector within one month of the commencement of this Act, or in the case of a factory which starts work after the commencement of this Act, within one month of commencing work.

(3) The said notice shall be correctly maintained and kept up to date, and intimation of any change therein shall be sent by the manager to the inspector within seven days.

(4) Nothing in this Section, except in so far as it relates to affixing the prescribed abstracts of this Act and the rules made thereunder, shall apply to any seasonal factory.

CHAPTER VII.—RULES.

37. (1) Subject to the control of the Governor-General in Council, the Local Government may make rules for the purpose of carrying into effect the provisions of this Act.

(2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for—

- (a) the inspection of factories ;
- (b) the manner in which inspectors are to exercise the powers conferred on them by this Act ;
- (c) the duties to be performed by certifying surgeons ;
- (d) the form of the certificate prescribed by §7, the grant of a duplicate in the event of loss of the original certificate, and the fee, if any, to be charged for such duplicate ;
- (e) the methods, including lime-washing, painting, varnishing and washing, to be adopted in order to secure cleanliness and freedom from effluvia ;
- (f) the proportion which the number of cubic feet of space in any room shall bear to the number of persons employed at one time therein ;
- (g) standards of ventilation, and the methods to be adopted in order to secure their observance ;
- (h) standards of latrine and urinal accommodation ;
- (i) standards of water supply ;
- (j) the parts of the machinery to be kept fenced in accordance with §18, Sub-section (1). Clause (c), and the provisions to be made for the protection from danger of persons employed in attending to the machinery or boilers ;
- (k) the form of the notice prescribed by §34, and the time within which and the authorities to whom it shall be sent ;
- (l) the form of the register prescribed by §35 ;
- (m) the abstracts of the Act and of the rules required by §36 ;
- (n) the procedure to be followed in presenting and hearing appeals under this Act, including the appointment and remuneration of assessors ; and
- (o) the manner of service of notices and orders upon occupiers or managers of factories.

38. The Governor-General in Council may from time to time make rules requiring occupiers or managers of factories to furnish such returns, occasional or periodical, as may in his opinion be necessary for the effectual carrying out of this Act.

39. (1) The power to make rules conferred by §37, except Clauses (k), (l) and (m) of Sub-section (2) thereof, and by §38, is subject to the condition of the rules being made after previous publication.

(2) The date to be specified in accordance with Clause (3) of §23 of the General Clauses Act, 1897, as that after which a draft of rules proposed to be made under §§37 and 38 will be taken into consideration, shall not be

less than three months from the date on which the draft of the proposed rules was published for general information.

40. Rules made under this Chapter shall be published in the local official *Gazette* or the *Gazette* of India, as the case may be, and shall thereupon have effect as if enacted in this Act.

CHAPTER VIII.—PENALTIES AND PROCEDURE.

41. If in any factory—

(a) any person is employed or allowed to work contrary to any of the provisions of this Act ;

(b) any of the provisions of §9 are not complied with ;

(c) latrine or urinal accommodation in accordance with the provisions of §13 is not provided ;

(d) a supply of water for the persons employed is not maintained in accordance with the provisions of §14 ;

(e) any door is constructed in contravention of §15 ;

(f) any of the provisions of §18, Sub-sections (1), (3) and (4), regarding fencing and the protection from danger of persons employed in attending to the machinery or boilers, are not complied with ;

(g) any order of an inspector under §§10, 11, 12, 16 or 18 is not complied with ;

(h) the register prescribed by §35 is not kept up to date ;

(i) any of the provisions of §36 are not complied with ;

(j) any notice or return required by this Act or by rules made thereunder to be furnished is not furnished ;

—the occupier and manager shall be jointly and severally liable to a fine which may extend to two hundred rupees :

Provided that in cases where an appeal is allowed by §50 no prosecution under Clause (g) of this Section shall be instituted until either the time prescribed by §50 for the presentation of an appeal has expired or such appeal, if made, has been determined.

42. (1) Where the occupier or manager of a factory is charged with an offence against this Act, he shall be entitled upon complaint duly made by him to have any other person whom he charges as the actual offender brought before the Court at the time appointed for hearing the charge ; and if, after the commission of the offence has been proved the occupier or manager of the factory proves to the satisfaction of the Court—

(a) that he has used due diligence to enforce the execution of this Act ; and

(b) that the said other person committed the offence in question without his knowledge, consent or connivance

—that other person shall be convicted of the offence, and shall be liable to the like fine as if he were the occupier or manager, and the occupier or manager shall be discharged from any liability under this Act.

(2) When it is made to appear to the satisfaction of the inspector at any time prior to the institution of the proceedings—

(a) that the occupier or manager of the factory has used all due diligence to enforce the execution of this Act ; and

(b) by what person the offence has been committed ; and

(c) that it has been committed without the knowledge, consent or connivance of the occupier or manager, and in contravention of his orders—
—the inspector shall proceed against the person whom he believes to be the

actual offender without first proceeding against the occupier or manager of the factory, and such person shall be liable to the like fine as if he were the occupier or manager.

43. Any person who—

(a) wilfully obstructs an inspector in the exercise of any power under §5, or fails to produce on demand by an inspector any registers or other documents kept in pursuance of this Act or the rules made thereunder, or conceals or prevents or attempts to prevent any person employed in a factory from appearing before or being examined by an inspector ;

(b) smokes, or uses a naked light, or causes or permits any such light to be used, in the immediate vicinity of any inflammable material, in contravention of §17 ; or

(c) does or omits to do any other act prohibited or prescribed by this Act or any Order or Rule made thereunder—shall be punishable with fine which may extend to two hundred rupees.

44. Any person who knowingly uses or attempts to use, as a certificate granted to himself under §7 or §8, a certificate granted to another person under either of those Sections, or who, having procured such a certificate, knowingly allows it to be used, or an attempt to use it to be made, by another person, shall be punishable with fine which may extend to twenty rupees.

45. A person shall not be liable in respect of a repetition of the same kind of offence from day to day to any larger amount of fines than the highest fine fixed by this Act for the offence, except—

(a) where the repetition of the offence occurs after a prosecution has been instituted in respect of the original offence, or

(b) where the offence is one of employing or allowing to be employed two or more persons contrary to the provisions of this Act.

46. If a child over the age of six years is found inside any room or part of a factory in which room or part children are employed and in which any manufacturing process or work incidental to any manufacturing process is being carried on, he shall, until the contrary is proved, be deemed to be employed in the factory.

47. (1) When an act or omission would, if a person were under or over a certain age, be an offence punishable under this Act, and such person is in the opinion of the Court apparently under or over such age, it shall be on the accused to prove that such person is not under or over such age.

(2) A declaration in writing by a certifying surgeon that he has personally examined a person employed in a factory and believes him to be under or over the age set forth in such declaration shall, for the purposes of this Act, be admissible as evidence of the age of that person.

48. (1) No prosecution under this Act, except a prosecution under §43, Clause (b), shall be instituted except by or with the previous sanction of the inspector.

(2) No Court inferior to that of a Presidency Magistrate or of a Magistrate of the first class shall try any offence against this Act or any Rule or Order thereunder, other than an offence against §43, Clause (b).

49. No Court shall take cognisance of any offence against this Act or any Rule or Order thereunder, unless complaint thereof is made within six months of the date on which the offence is alleged to have been committed.

CHAPTER IX.—SUPPLEMENTAL PROVISIONS.

50. (1) Any person on whom an Order under §§10, 11, 12, 16 or 18 has been served may, within fourteen days from the date of service of the Order,

appeal against such Order to the Local Government or to such authority as it may appoint in this behalf, who may confirm, modify or reverse any such Order.

(2) Where an inspector refuses to approve a system of shifts, he shall, if required by the manager of the factory, record his Order of refusal with the reasons therefor, and the manager of the factory may, within fourteen days from the date of such Order, appeal against it to the Local Government or to such authority as it may appoint in this behalf, who may confirm, modify or reverse any such Order.

(3) In the case of any appeal under Sub-section (1) the appellate authority may, and if so requested by the appellant in the petition of appeal shall, hear the appeal with the aid of two assessors, one of whom shall be appointed by the said authority and the other by such body representing the interest of the industry concerned as the Local Government may in this behalf prescribe :

Provided that if no assessor is appointed by such body within the prescribed period, or if the assessor so appointed fails to attend at the time and place fixed for the hearing of the appeal, the said authority may proceed to hear the appeal without the aid of such assessor, or, if it thinks fit, without the aid of any assessor.

51. (1) In respect of any area in which the hours of the day are not ordinarily reckoned according to local mean time, the times and hours referred to in §2, Sub-section (8), §§26 and 36, shall be reckoned according to the standard of time ordinarily observed in such area.

(2) The Local Government may, by notification in the local official *Gazette*, direct that, for any specified area and during any specified months, for the morning and evening hours mentioned in §§23, Clause (b), 24, Clause (a), and 29, such one of the following sets of morning and evening hours, as it deems suitable, reckoned according to the standard of time ordinarily observed in such area, shall be substituted, namely :

five o'clock in the morning and half-past six o'clock in the evening ;
six o'clock in the morning and half-past seven o'clock in the evening ;
half-past six o'clock in the morning and eight o'clock in the evening ;
seven o'clock in the morning and half-past eight o'clock in the evening.

52. In computing the hours referred to in §§23, Clause (c), 24, Clause (b), 28 and 32, any interval by which work is interrupted for half an hour or more shall be excluded.

53. The Local Government may, subject to the control of the Governor-General in Council, by special Order in writing, direct, with respect to any factory or class of factories, that different branches or departments of work carried on in the same factory shall for all or any of the purposes of this Act be treated as if they were separate factories.

54. This Act shall apply to factories belonging to the Crown.

55. Notwithstanding anything in §22, Sub-section (1), any person may in the province of Burma be employed on Sunday for any time not exceeding four hours in cleaning the machinery and apparatus in a factory, provided that he has not worked in the factory later than two o'clock in the afternoon on the previous day.

56. In case of any public emergency, the Local Government may, by an Order in writing, exempt any factory from this Act to such extent and during such period as it thinks fit.

57. The Governor-General in Council may, if he thinks fit, exercise any power which is by this Act conferred upon the Local Government.

58. No suit, prosecution or other legal proceeding shall lie against any person for anything which is in good faith done or intended to be done under this Act.

59. The Indian Factories Act, 1881, and the Indian Factories Act, 1891, are hereby repealed :

Provided that all appointments made and all certificates given under the said Acts shall be deemed to have been made or given under this Act.

SCHEDULE I.

[See §§21, 22, 30.]

PART A.

[See §§21 (2), (3); 22 (3); 30.]

WORK OF AN URGENT NATURE OR SUCH AS IN THE INTERESTS OF EFFICIENCY IS COMMONLY PERFORMED WHILE THE MAIN MANUFACTURING PROCESS OF THE FACTORY IS DISCONTINUED.

- (a) Work by the supervising staff, clerks, watchmen or messengers ;
- (b) Work in the mechanic shop, the smithy or foundry, the boiler-house, the engine-room or power-house, or in connection with the mill-gearing, the electric driving or lighting apparatus, mechanical or electrical lifts, or the steam or water pipes or pumps ;
- (c) Work on the cleaning of walls, ceilings or other portions of factory buildings, tanks, wells, humidifying or ventilating apparatus, tunnels, blow-room flues or line-shaft alleys or of galleries in ginning factories ;
- (d) Work by persons engaged in oiling, examining or repairing or in supervising or aiding in the oiling, examination or repair of any machinery or other thing whatsoever which is necessary for the carrying on of the work in a factory.

Explanation.—Periodical cleaning is not included in the terms " examining " or " repairing."

- (e) Work on the processes of packing, bundling or baling of finished articles or the receiving or despatching of goods.

PART B.

[See §21 (2), (3).]

WORK NECESSITATING CONTINUOUS PRODUCTION FOR TECHNICAL REASONS IN THE FOLLOWING FACTORIES, NAMELY :—

Tanneries, sugar refineries, breweries, distilleries, oil refineries, oil mills, cement works, cloth-printing works, bleaching and dyeing works, carbonic acid gas works, chemical works, glass works, paper mills, shellac factories, potteries, blast furnaces, ore smelting works, or works for the manufacture of iron or steel or other metals.

PART C.

[See §21 (2), (3).]

FACTORIES WHICH BY REASON OF THE EXIGENCIES OR THE SPECIAL CIRCUMSTANCES OF THE TRADE CARRIED ON THEREIN REQUIRE AN UNINTERRUPTED WORKING DAY, NAMELY :—

Flour mills, rice mills, letterpress printing works, dairies, bakeries, ice factories, the mints, gas works, air-compressor stations, water works or water pumping stations.

SCHEDULE II.

[See §22.]

PART A.

[See §22, (3), (4).]

WORK NECESSITATING CONTINUOUS PRODUCTION FOR TECHNICAL REASONS IN THE FOLLOWING FACTORIES, NAMELY :—

Tanneries, sugar refineries, breweries, distilleries, oil refineries, cement works, carbonic acid gas works, chemical works, glass works, shellac factories, potteries, blast furnaces, ore smelting works, or works for the manufacture of iron or steel or other metals.

PART B.

[See §22 (3), (4).]

FACTORIES WHICH SUPPLY THE PUBLIC WITH ARTICLES OF PRIME NECESSITY WHICH MUST BE MADE OR SUPPLIED EVERY DAY, NAMELY:—

Ice factories, dairies, bakeries, gas works, air-compressor stations, water works or water supply pumping stations.

VI. Italy

1. *Legge 23 giugno 1910, n. 366, concernente l'applicazione della Convenzione internazionale di Berna del 26 settembre 1906 per l'interdizione dell'impiego del fosforo bianco nell'industria dei fiammiferi.* (B.d.U.d.L. XIV., 172.)

Act No. 366, relating to the putting into operation of the International Convention respecting the prohibition of the use of white phosphorus in the manufacture of matches, concluded at Berne on 26th September, 1906.* (Dated 23rd June, 1910.)

SOLE SECTION.—The Convention respecting the prohibition of the use of white phosphorus in the manufacture of matches, signed at Berne on 26th September, 1906, by Italy, Denmark, France, the German Empire, Luxemburg, The Netherlands, and Switzerland, is hereby ordered to come fully and entirely into operation.

2. *Legge 3 luglio 1910, che modifica l'art. 2 del testo unico (10 novembre 1907, N. 818) della legge sul lavoro delle donne e dei fanciulli.* (B.d.U.d.L. XIII., 1313.)

Act to amend §2 of the Codified Text of the Act (No. 818) of 10th November, 1907,† relating to the employment of women and children. (Dated 3rd July, 1910.)

1. The following provisions shall be substituted for the third paragraph of §2 of the Codified Text (No. 818, of 10th November, 1907) of the Act relating to the employment of women and children:—

“Each employment book shall contain the following particulars: The date of birth of the woman under age or child in question; and a certificate of vaccination, health and fitness for the allotted work. In the case of children not having completed the fifteenth year of their age, the employment book shall, in addition, contain the following particulars: A certificate that the lower course of elementary instruction in the sense of §2 of Act No. 3961 of 15th July, 1877, has been attended, and that the school-leaving examination has been passed, except in cases where the School Authority shall have certified such person as mentally deficient; and that compulsory classes in the upper course of elementary instruction in the sense of §1 of Act No. 407 of 8th July, 1904, where such exist, have been attended.”

2. The term allowed by the fourth paragraph of §2 of the Codified Text of the Act of 10th November, 1907, relating to the employment of women and children for supplementing the education of children already employed, shall be extended until the first day of July, 1912.

The supplementary education contemplated in the foregoing paragraph may be obtained by attendance at recognised evening holiday or private schools and by passing through the courses provided at such school.

* Text E.B. Vol. I., p. 275.

† Text E.B. Vol. II., p. 578.

3. Until 30th June, 1912, it shall be lawful for children to be put to work notwithstanding that they have not completed the education which in pursuance of the aforesaid §2 they must have completed before being allowed to work, provided that they satisfy the remaining conditions for the granting of an employment book.

The Order contemplated in the foregoing Section shall contain provisions requiring that children must possess increasingly high educational qualifications before being put to work, and guaranteeing that all children who have been put to work shall, after termination of the prescribed period, be given opportunity for obtaining any part of their education which they had not completed before commencing work.

5. During the month of October the Government shall amend the provisions respecting the compulsory education contained in the Order of 14th June, 1909,* (No. 442), so as to bring them into conformity with this Act.

VII. The Netherlands

1. *Wet van den 1sten Juli 1909, houdende bepalingen ter voorkoming van scheepsrampen, tot het instellen van een onderzoek omtrent voorgekomen scheepsrampen en omtrent maatregelen van tucht ten opzichte van schippers, stuurlieden of machinisten. (Schepenwet.) (Staatsblad No. 219.)*

Act containing regulations respecting the prevention of shipping accidents, respecting the holding of inquiries into shipping accidents, and respecting disciplinary measures affecting the captain, the crew, or the engineers (Shipping Act). (Dated 1st July, 1909.)

2. *Besluit van den 10 den Augustus 1909, houdende nadere wijziging van het Koninklijk besluit van 18 Maart 1903 (Staatsblad No. 82) tot vaststelling van een algemeenen maatregel van bestuur, als bedoeld bij artikel 5, 4 de lid, der Arbeidswet, zooals dat besluit laatstelijk gewijzigd is bij het Koninklijk besluit van 30 Augustus 1906 (Staatsblad No. 233). (Staatsblad No. 291.)*

Decree to further amend the Royal Decree of 18th March, 1903,† in its final form as amended by the Royal Decree of 30th August, 1906,‡ and to introduce general regulations in pursuance of §5, paragraph 4, of the Labour Act. (Dated 10th August, 1909.)

3. *Besluit van den 10den Augustus 1909, tot nadere wijziging van het Koninklijk besluit van 7 December 1896 (Staatsblad No. 215), waarbij een algemeene maatregel van bestuur, als bedoeld bij de artikelen 6 en 7 der Veiligheidswet, is vastgesteld en dat laatstelijk is gewijzigd bij het Koninklijk besluit van 16 Maart 1906 (Staatsblad No. 84), en tot het opnieuw vaststellen van enkele bepalingen van dat besluit. (Staatsblad No. 292.)*

Decree to further amend the Royal Decree of 7th December, 1896 (Staatsblad No. 215) in its final form, as amended by the Royal Decree of 16th March, 1903, to introduce general regulations in pursuance of §§6 and 7 of the Safety Act, and to revise certain provisions of the said Decree. (Dated 10th August, 1909.)**

* Text E.B. Vol. V., p. 288, No. 2.

† Text G.B. Vol. II., p. 686, No. 8.

‡ Text E.B. Vol. I., p. 504, No. 10.

** Text G.B. Vol. II., p. 685, No. 7.

1. The following fourth paragraph shall be added to §17 of the Royal Decree of 7th December, 1896 (Staatsblad No. 215) in its final form, as amended by Our Decree of 16th March, 1903. (Staatsblad No. 84.)

"Where gas, vapour and dust are removed from the workroom by a mechanical process and openings are made for the purpose of allowing fresh air to enter the workroom, the air entering by the said openings must be suitably heated during the cold weather."

2. The following paragraphs shall be substituted for the first paragraph of §18 of the said Decree :

(1) "Care must be taken that injurious gases, vapours and dust do not evolve and circulate in the workroom. Where this cannot be prevented, or cannot be adequately prevented, suitable means shall be adopted for removing the gas, vapours or dust from the workroom.

(2) In workrooms where the gas, vapours or dust are removed by a mechanical process conformably to the provisions of paragraph (1), sufficient openings to allow fresh air to enter the workroom shall be provided, if necessary, and it shall be unlawful to close the said openings, wholly or partially, while the room is being ventilated.

(3) In the case of pits, dung-holes, ground vats, gas retorts, and similar places which are more or less shut off, where injurious or noxious gases or vapours are present which might cause faintness, suffocation or poisoning to any person remaining in the same for a considerable time, no person shall be allowed to enter such places until the gas or vapours have been removed in a suitable manner and until the place in question has been examined and the gases or vapours found not to be present to the aforesaid extent.

(4) While any person is in a place contemplated in paragraph (3) suitable measures must be adopted to prevent the generation and circulation of vapours and gases which are dangerous when inhaled, unless adequate precautions are taken to make it possible to remove the person in question immediately he is seized with faintness, without it being necessary for any other person to enter the place for this purpose.

The provisions of paragraphs (3) and (4) shall not apply in cases where the person who enters the aforesaid places is provided with an apparatus which enables him to breathe fresh air.

(5) In the event of a person entering a place named in paragraph (3) in order to rescue a person overcome with faintness, the provisions contained in the said paragraph shall not apply, provided that adequate precautions are taken to make it possible to remove the person in question if he is seized with an attack of faintness."

No. (6) shall be substituted for (2) of the said Section.

III. The provisions of (17) of §19 of the said Decree are hereby rescinded and the following paragraph shall be introduced after the Section in question :

§10. Assistance in cases of accidents—

19b (1) Suitable requisites for first-aid in case of accident must be kept and be available for use in factories or workshops where shafting or machinery is moved by motor power, where boiling or corrosive fluids, red-hot or smelted metal or explosive substances are manipulated, or where the processes are liable to cause serious bodily injury to the workmen. These requisites must be preserved in such manner that they shall be available at any time, and shall be protected from pollution by dust or from any other source.

(2) A number of cards giving simple directions for first-aid in case of accident, and including illustrations where this is deemed to be necessary, shall be affixed in every factory or workplace named in the foregoing paragraph in such manner that a knowledge of the directions shall be easily acquired.

IV. The provisions of (18), (19), (22), (23), (24) and (26) of §19 of the said Decree are hereby reaffirmed without amendment.

V. In the provisions of the said Decree the words "The Chief District Inspector of Labour" shall be substituted for the words "The Inspector" wherever they occur. Our Minister of Agriculture, Industry and Commerce is charged with the execution of this Decree, which shall be published in the Staatsblad, and a copy of which shall be presented to the State Council (Raad van State).

4. *Besluit van den 10den Augustus 1909, houdende wijziging van het Koninklijk besluit van 26 Januari 1907 (Staatsblad No. 20) tot vaststelling van een algemeenen maatregel van bestuur, als bedoeld in artikel der Caïssonwet 1905. (Staatsblad No. 293.)*

Decree to amend the Royal Decree of 26th January, 1907,* and to introduce general regulations, in pursuance of §1 of the Caïsson Act of 1905.† (Dated 10th August, 1909.)

5. *Besluit van den 21sten September 1909, tot nadere wijziging van het Koninklijk besluit van 5 December, 1902 (Staatsblad No. 206), laatstelijk gewijzigd bij Koninklijk besluit van 18 Juni 1909 (Staatsblad No. 191), tot vaststelling van een algemeenen maatregel van bestuur, als bedoeld in de artikelen 52, tweede en derde lid, en 59, sub 1, 3 en 4 der Ongevallenwet 1901. (Staatsblad No. 313.)*

Decree to further amend the Royal Decree of 5th December, 1902,‡ in its final form, as amended by the Royal Decree of 18th June, 1909, and to introduce general regulations in pursuance of §52, paragraphs 2 and 3, and §59 (1), (3) and (4) of the Accident Act of 1901.†† (Dated 21st September, 1909.)**

6. *Besluit van den 22sten September 1909, houdende bepaling van den dag, waarop de Schepenwet, met uitzondering van het bepaalde in de artikelen 3 en 4, in werking treedt. (Staatsblad No. 314.)*

Decree fixing the date on which the Shipping Act‡‡ with the exception of the provisions of §§3 and 4 shall come into operation. (Dated 22nd September, 1909.)

7. *Besluit van den 22sten September 1909, tot vaststelling van eenen algemeenen maatregel van bestuur, als bedoeld in de artikelen 5, 9 en 17 van de Schepenwet. (Staatsblad No. 315.)*

Decree introducing general regulations in pursuance of §§5, 9 and 17 of the Shipping Act.‡‡ (Dated 22nd September, 1909.)

* Text E.B. Vol. II., p. 393, No. 1.

† Text E.B. Vol. I., p. 195, No. 1.

‡ Title G.B. Vol. II., p. 543, No. 14.

** Title E.B. Vol. V., p. 130, No. 12.

†† Extract G.B. Vol. I., p. 296.

‡‡ Title E.B. Vol. VI., p. 85, No. 1.

8. *Besluit van den 22sten September 1909, tot uitvoering van artikel 10 der Schepenwet.* (Staatsblad No. 316.)

Decree relating to the administration of §10 of the Shipping Act.* (Dated 22nd September, 1909.)

9. *Besluit van den 22sten September 1909, houdende bepaling van den dag, waarop de artikelen 3 en 4 van de Schepenwet in werking treden.* (Staatsblad No. 317.)

Decree fixing the date on which §§3 and 4 of the Shipping Act* shall come into operation. (Dated 22nd September, 1909.)

10. *Besluit van den 2den October 1909, tot aanwijzing van de krachtens de Schepenwet erkende particuliere onderzoeksbureaux.* (Staatsblad No. 329.)

Decree naming the private inquiry offices recognised in pursuance of the Shipping Act.* (Dated 2nd October, 1909.)

11. *Besluit van den 2den October 1909, tot uitvoering van artikel 67, eerste lid, onder a, der Schepenwet.* (Staatsblad No. 330.)

Decree relating to the administration of §67, paragraph 1 (a) of the Shipping Act.* (Dated 2nd October, 1909.)

12. *Besluit van den 5den October, 1909 tot uitvoering van artikel 22 en artikel 23, 8ste en 9 de lid, der Schepenwet.* (Staatsblad No. 333.)

Decree relating to the administration of §22 and §23, paragraphs 8 and 9, of the Shipping Act.* (Dated 5th October, 1909.)

13. *Besluit van den 3 den Februari 1910, tot uitvoering van artikel 67, eerste lid, onder a, der Schepenwet.* (Staatsblad No. 41.)

Decree relating to the administration of §67, paragraph 1 (a) of the Shipping Act.* (Dated 3rd February, 1910.)

14. *Besluit van den 14den Februari 1910, tot intrekking van het Koninklijk besluit van den 18den Maart 1903 (Staatsblad No. 86), laatstelijk gewijzigd bij Koninklijk besluit van den 10den Augustus 1909 (Staatsblad No. 291), en tot vaststelling van een algemeenen maatregel van bestuur, als bedoeld bij artikel 5, 4 de lid, der Arbeidswet.* (Staatsblad No. 64.)

Decree to rescind the Royal Decree of 18th March, 1903† in its final form, as amended by the Royal Decree of 10th August, 1909,‡ and to introduce general regulations, in pursuance of §5, paragraph 4, of the Labour Act. (Dated 14th February, 1910.)

1. Subject to the provisions of §§2-16 of this Decree, inclusive, it shall be lawful to employ women over 16 years of age in skewering herrings after 10 o'clock in the evening.

2. In the following Table—

Column I. gives the communes where women may be employed in pursuance of §1.

Column II. gives the period or periods during which women may be employed in pursuance of §1 in each commune.

Column III. gives the hours during which women may be employed, in pursuance of §1, during the said period in each commune.

* Title E.B. Vol. VI., p. 85, No. 1.

† Text G.B. Vol. II., p. 686, No. 8.

‡ Title E.B. Vol. VI., p. 85, No. 2.

Column IV. gives the number of occasions where one and the same woman may be employed in pursuance of §1 in each column.

<i>Column I.</i>	<i>Column II.</i>	<i>Column III.</i>	<i>Column IV.</i>
Huizen' ..	From 15th March-1st June	2 a.m.	15
	1st October-15th Mar.	12 p.m.	20
Monnikendam ..	15th March-1st June	2 a.m.	15
Bunschoten' ..	15th March-1st June	2 a.m.	15
t Bildt ..	15th March-1st May	2 a.m.	5
Harlingen ..	15th March-1st May	2 a.m.	10
Barradeel ..	15th March-1st May	2 a.m.	10

Our Minister charged with the execution of this Decree may allow as an exception to §2 that in the Commune of Huizen a woman may be employed in skewering herrings until 2 o'clock in the morning on more than 15 but not more than 25 occasions between 15th March and 1st June.

4. It shall not be lawful to employ a woman in skewering herrings for more than eight hours in any period of 24 hours during which she is employed in pursuance of §1.

5. The period of employment of a woman engaged in skewering herrings or an allied occupation who is employed in pursuance of §1 must be interrupted by a break at least every four hours.

The hours worked before 10 o'clock in the evening which are not followed by a break shall be included in the period of employment.

Breaks of less than one half-hour shall be counted as part of the period of employment.

6. A woman employed in pursuance of §1 must be allowed a period of rest of at least seven hours on the termination of the period of employment.

7. The head or manager or one of the heads or managers of the establishment or undertaking must be present at the place where a woman skewers herrings in or for the establishment or undertaking during the hours when she is employed in pursuance of §1.

If, in the opinion of the Chief District Inspector of Labour, or, in urgent cases, of the Mayor, it is impossible for the head or manager to be present, the officials empowered to grant the authorisation may allow him to be represented during a specified term by a person whose name shall be stated in the authorisation.

The Mayor may grant an authorisation for a term not exceeding six consecutive days; provided that no authorisation shall be granted within eight days after the expiration of the term in respect of which an authorisation was granted for the same establishment or undertaking.

A person named in the authorisation shall not skewer herrings while acting as representative of the head or manager.

8. It shall not be lawful for a woman in an advanced state of pregnancy to be employed in skewering herrings after 10 o'clock in the evening.

9. A woman employed in skewering herrings after 10 o'clock in the evening shall be in possession of a medical certificate showing that she is capable of skewering herrings at night without injury to her health. Coupons shall be attached to the certificate in question.

Before a woman commences work in the skewering of herrings after 10 o'clock in the evening in pursuance of §1, the head or manager of the establishment or undertaking shall enter the date of the day when her work commences after 10 o'clock in the evening on the coupon next in numerical order and shall sign the entry. The said coupon shall remain attached to the certificate until the termination of the period of employment.

In the event of an authorisation being granted to the head or manager in pursuance of §7, paragraph 2, his representative shall fill in and sign the coupon.

The certificate contemplated in paragraph 1 of this section shall be issued and signed after personal examination by a medical practitioner appointed by our Minister charged with the execution of this Decree, and shall be valid for not more than one year.

These certificates and coupons shall be in conformity with models prepared by our said Minister.

It shall be the duty of the head or manager or his representative to produce the certificate with the coupons to the officials named in §18 of the Labour Act immediately on demand.

The head or manager or his representative shall transmit the coupons duly filled in and signed to the Mayor of the Commune where the establishment or undertaking is situate not later than 2 o'clock in the afternoon and within 16 hours after a woman has been employed in pursuance of §1.

10. The floor of the workplace where a woman skewers herrings after 10 o'clock in the evening must be constructed of stone, cement, asphalte, or similar material, and it must be sufficiently sloping and be kept in good repair so that it is not possible for water to lie on any part of the same.

11. A woman must not skewer herrings after 10 o'clock in the evening in an open shed or airy wooden building.

12. The space between the floor, or, if the floor is covered with a wooden grating or with boards, the space between the top surface of the grating or boards and the top of the troughs or tubs containing the herrings shall not be more than 80 inches and the depth of the troughs or tubs shall not be more than 60 inches.

13. During the cold weather heating arrangements must be provided in or about the places specified in §10 where women employed in pursuance of the exception allowed in §1 may warm themselves at any time during the hours that they are so employed.

The heating arrangements must be constructed in such manner that the gases of combustion can be carried off immediately into the air.

14. During the cold weather a sufficient supply of hot coffee or other hot beverages not being alcoholic, and at all times a sufficient supply of good drinking water or other beverages not being alcoholic, shall be provided free of charge for women employed in pursuance of §1 during the time that they are so employed.

15. The wages payable to a woman in respect of the skewering of herrings between 10 o'clock in the evening and 2 o'clock in the morning shall exceed the rate in force in respect of work performed between 5 o'clock in the morning and 10 o'clock in the evening by at least 10 francs per hour, a fraction of an hour being reckoned as a complete hour. In every workplace where herrings are skewered a notice showing the rate of wages shall be affixed in a conspicuous place conformably to the requirements of the Chief District Inspector of Labour.

The head or manager of an establishment or undertaking where herrings are skewered after 10 o'clock in the evening shall keep a register, conformably to the requirements of the Chief District Inspector of Labour, in which shall be entered particulars of the wages of the women employed by him in skewering herrings. He shall produce the said registers to the officials named in §18 of the Labour Act immediately on demand.

16. The head or manager or one of the heads or managers of an establishment or undertaking who has been convicted in the Court of last instance of an offence against the provisions of this Decree or who has paid a fine imposed on him on account of such an offence, shall not be entitled to employ women in pursuance of §1 within 12 months after he has been convicted or has paid the fine.

17. The Chief District Inspector of Labour shall send in to the Mayor as soon as possible a copy of every authorisation granted by him in pursuance of §7.

The Mayor shall send to the aforesaid Inspector as soon as possible a copy of every authorisation granted by him in pursuance of §7 and also the coupons received by him, after he has made a note of the particulars entered on the same.

Our Minister of Agriculture, Industry, and Commerce is charged with the execution of this Decree, which shall be published in the Staatsblad, and a copy of which shall be sent in to the State Council.

15. *Wet van den 15 den Juli 1910, tot wijziging van de artikelen 36, 38, 40, 52, eerste lid, en 76 der Ongevallenwet 1901 en invoeging van een artikel tusschen de artikelen 90 en 91 dier wet.* (Staatsblad No. 228.)

Act to amend §§36, 38, 40, 52, paragraph 1, and 76 of the Accident Act of 1901,* and to insert a Section between §§90 and 91 of the said Act. (Dated 15th July, 1910.)

1. §36 of the Accident Act of 1901 is hereby amended as follows :

"If the person supplying the particulars has applied for sanction to transfer the risk contemplated in §52 to a company or association, or if he has already obtained the said sanction, the management of the Bank shall at the same time communicate their decision to the management of the company or association concerned."

2. The following two paragraphs shall be substituted for paragraph 1 of §38 of the Accident Act of 1901 :—

"It shall be the duty of the employer to inform the management of the National Insurance Bank by registered letter within 14 days, of every change in his business which might effect the risks in his business for purposes of insurance.

"The management shall send a receipt within eight days after receiving the communication, and shall send a copy of the communication to the company or association in the event of the risk contemplated in §52 having been transferred by the employer."

3. The last paragraph of §40 of the Accident Act of 1901 is hereby supplemented as follows :—

"If the employer has transferred the risk contemplated in §52, the management of the Bank shall send a copy of the decision to the company or association concerned without delay."

4. Paragraph 1 of §52 of the Accident Act is hereby amended as follows :

In the said paragraph the words "whose undertaking is situated in the country" are hereby repealed.

The said paragraph is hereby supplemented as follows :

"The transference of the risk shall hold good in the case of all persons or bodies who hereafter become employers in the business, of which the risk has been transferred in association with or as representative of the employer.

* Extract G.B. Vol. I., p. 296.

The transference of the risk shall also hold good if the business is moved. In the event of the employer or the management of the company or association to which the risk has been transferred making application on that behalf by registered letter to the National Insurance Bank, the provisions of the foregoing two sections, or, if desired, the provisions of one of the foregoing sections, shall cease to apply to the business in question from the day when the management of the Bank receives the communication. The management of the Bank shall, within eight days after receiving the aforesaid letter, send a receipt, together with a copy of the communication, to the management of the company or association or to the employer."

5. The first paragraph of §76 of the Accident Act of 1901 is hereby repealed.

6. The following section is hereby inserted between §§90 and 91 of the Accident Act of 1901:

90B. "The State shall pay to the National Insurance Bank the premiums which, with the consent of our Minister charged with the execution of this Act, have been declared by the management of the Bank to be bad debts.

"The management of the Bank shall have power to collect the premiums contemplated in the foregoing paragraph, and the sums so collected shall be handed over to the State and shall be included in the fund set aside to cover the expenditure of the State."

7. §90B of the Accident Act of 1901 shall not apply to premiums calculated on wages paid before the year when this Act comes into operation.

8. We order that the Act of 22nd January, 1901, with the amendments and additions contained in this Act and in previous Acts, shall be published in the Staatsblad as soon as possible after the coming into operation of this Act.

16. *Besluit van den 25sten Juli 1910, ter bekenamaking van den tekst der wet van 2 Januari 1901 (Staatsblad No. 1) zooals die wet is gewijzigd en aangevuld bij de wetten van 3 Februari 1902 (Staatsblad No. 14), 13 Januar 1908 (Staatsblad No. 24), 13 Februari 1909 (Staatsblad No. 46), 12 Juni 1909 (Staatsblad No. 146), 30 Juni 1909 (Staatsblad No. 204), 30 Juni 1909 (Staatsblad No. 205), 1 Juli 1909 (Staatsblad No. 249), en 15, Juli 1910 (Staatsblad No. 228). (Staatsblad No. 241.)*

Decree publishing the Text of the Act of 2nd January, 1901,* as amended and supplemented by the Acts of 3rd February, 1902, 18th January, 1908,† 18th February, 1909,‡ 12th June, 1909, 30th June, 1909,†† 30th June, 1909,‡‡ 1st July, 1909,*† and 15th July, 1910.*† (Dated 26th July, 1910.)**

17. *Besluit van den 27sten Juli 1910, to wijziging van het Koninklijk besluit van 12 Juli 1909 (Staatsblad No. 266). (Staatsblad No. 242.)*

Decree to amend the Royal Decree of 12th July, 1909.†† (Dated 27th July, 1910.)

I. §1 of Part II. of the aforesaid Decree of 12th July, 1909, shall read as follows:

* Extract G.B. Vol. I., p. 296.

† Text E.B. Vol. III., p. 375, No. 6.

‡ Text E.B. Vol. V., p. 127, No. 1.

** Text E.B. Vol. V., p. 130, No. 9.

†† Text E.B. Vol. V., p. 131, No. 13.

‡‡ Title E.B. Vol. V., p. 131, No. 14.

*† Text E.B. Vol. V., p. 134, No. 21.

*† Text E.B. Vol. VI., p. 91, No. 15.

†† Text E.B. Vol. V., p. 135, No. 23.

II. Work in glass-blowing works.

1. Young persons of the male sex 14 or 15 years of age may, until 1st August, 1911, be employed at the smelting and cooling furnaces between such hours as may be required in the works in question, provided that where the hours of beginning and ceasing work are other than those named in §5, paragraph 1, of the Act, the persons concerned must not be employed for more than four hours without a break of at least half an hour, and that, in cases where day and night shifts are worked alternately, no such person shall work in the night shift more than every alternate week.

2. It shall not be necessary to enter the hours of work in the register specified in §11 of the Act in the case of glass-blowing works where the work is performed in one shift.

2. This Decree shall come into operation on the second day after its publication in the Staatsblad.

Our Minister of Agriculture, Industry, and Commerce is charged with the execution of this Act, which shall be published in the Staatsblad, and a copy of which shall, at the same time, be sent to the State Council.

18. *Besluit van den 22sten Augustus 1910, tot wijziging van de artikelen 27 en 28 van het Koninklijk besluit van 5 December 1902 (Staatsblad No. 206), laatstelijk gewijzigd bij Koninklijk besluit van 21 September 1909 (Staatsblad No. 313), tot vaststelling van eenen algemeenen maatregel van bestuur, als bedoeld in de artikelen 52, tweede en derde lid, en 59, sub 1, 3, en 4 der Obgevalwet 1901, en tot wijziging van artikel 2 van het Koninklijk besluit van 1 October 1906 (Staatsblad No. 254), waarbij eerstbedoeld Koninklijk besluit is gewijzigd. (Staatsblad No. 269.)*

Decree to amend §§27 and 28 of the Royal Decree of 5th December, 1902,* in its final form as amended by the Royal Decree of 21st September, 1909,† to introduce general regulations in pursuance of §52, paragraphs 2 and 3, and §59 (1), (3) and (4) of the Accident Act of 1901,‡ and to amend §3 of the Royal Decree of 1st October, 1906, as amended by the first-named Royal Decree. (Dated 22nd August, 1910.)**

19. *Besluit van den 7den November 1910, tot wijziging van het Koninklijk besluit van den 18den Juni 1909 (Staatsblad No. 189), tot herziening van den algemeenen maatregel van bestuur, bedoeld in artikel 31 der Ongevallenwet 1901. (Staatsblad No. 318.)*

Decree to amend the Royal Decree of 18th June, 1909,†† to revise the general regulations introduced by §71 of the Accident Act of 1901.‡ (Dated 7th November, 1910.)

20. *Besluit van den 7den November 1910, tot nadere wijziging van het Koninklijk besluit van 5 December, 1902 (Staatsblad No. 206), laatstelijk gewijzigd bij Koninklijk besluit van 22 Augustus, 1910 (Staatsblad No. 269), tot vaststelling van een algemeenen maatregel van bestuur, als bedoeld in de artikelen 52, tweede en derde lid, en 59, sub 1, 3 en 4, der Ongevallenwet 1901. (Staatsblad No. 319.)*

* Title G.B. Vol. II., p. 543, No. 14.

† Title E.B. Vol. VI., p. 87, No. 5.

‡ Extract G.B. Vol. I., p. 296.

** Title E.B. Vol. I., p. 536, No. 12.

†† Title E.B. Vol. V., p. 130, No. 10.

Decree to further amend the Royal Decree of 5th December, 1902,* in its final form, as amended by the Royal Decree of 22nd August, 1910,† and to introduce general regulations in pursuance of §52, paragraphs 2 and 3, and §59 (1), (3) and (4) of the Accident Act of 1901.‡ (Dated 7th November, 1910.)

21. *Besluit van den 7den November, 1910, tot vaststelling van een algemeenen maatregel van bestuur, ter uitvoering van artikel 45 der Ongevallenwet 1901.* (Staatsblad, No. 320.)

Decree introducing general regulations in pursuance of §45 of the Accident Act, 1901.‡ (Dated 7th November, 1910.)

VIII. Switzerland

CONFEDERATION.

Bundesgesetz betr. die Ergänzung des schweizerischen Zivilgesetzbuches. (Fünfter Teil: Obligationenrecht.) Vom 30 März, 1911. (Schweiz. Bundesblatt, 1911, II., p. 355.)

Federal Act to Supplement the Swiss Civil Code. (Part 5, Law of Obligations, of 30th March, 1911.)

[EXTRACT.]

PART X.—CONTRACT BETWEEN MASTER AND SERVANT.

319. By the contract between master and servant, the servant undertakes to perform services for a definite or indefinite time, and the master undertakes to pay wages.

The contract is a contract between master and servant, even where the wages are paid by the amount of work performed, and not by time (piece-work, contract work), provided the servant is engaged or employed for a definite or indefinite period.

The provisions relating to contract between master and servant shall apply in their measure to articles of apprenticeship.

320. The contract between master and servant, in order to be valid, shall require no special form unless otherwise stipulated.

It shall be considered as agreed upon, even when services by time are accepted, the performance of which, according to circumstances, is only to be expected against payment of wages.

321. If in an industrial undertaking a uniform regulation for work, or for the house, is imposed by the master, it shall only be binding upon the individual servant if it has been notified in writing, and made known to the servant before his engagement.

322. Fixed stipulations may be made by agreement on the part of the employers or associations of employers with workers or workmen's unions, with respect to the conditions of service which are to subsist between the employer and the workmen in question.

A general working agreement of this kind must be put into writing, in order to be valid.

Should the parties not have agreed with respect to the duration of the general working agreement, the contract may be terminated at any time by six months' notice on the expiration of one year.

* Title G.B. Vol. II., p. 543, No. 14.

† Title E.B. Vol. VI., p. 93, No. 18.

‡ Extract G.B. Vol I, p 296

323. Contracts between master and servant entered into between employers and employed who are already bound by a general working agreement shall be null and void, in so far as they are contrary to the terms of the said general agreement.

The terms which are null and void shall be replaced by those of the general working agreement.

324. The Federal Council and the authorities specified by the Cantons may, after consultation with the trade associations or associations for the public welfare concerned, with regard to particular kinds of contracts between master and servant and apprenticeship indentures, draw up standard contracts of work, the contents of which shall be accepted as the intention of the contract, provided no deviation therefrom is agreed in writing.

The standard contracts of work shall be suitably published.

325. Apprenticeship indentures with persons under age or under judicial guardianship shall only be binding when drawn up in writing, signed by the master and the parent or person *in loco parentis*, or, with the consent of the Court of Wards, by the guardian.

In the contract, the necessary provisions shall be inserted with respect to the kind and duration of the training for the trade in question, the services to be performed, the daily hours of work, maintenance, or other form of payment, as also with respect to the period of probation.

These provisions shall be carried out under the supervision of the competent authorities.

326. The terms of the contract may be agreed upon in any way whatever within the limits of the law and of good morals.

327. The servant, unless otherwise required by the terms of the agreement or by the circumstances, must render the required services personally.

Likewise the rights of the master shall not be transferred to another person, subject to the same reservations.

328. The servant must carry out the work undertaken with proper care.

He shall be responsible for any injury which he may cause to his master intentionally or by reason of negligence.

The degree of care for which the servant is responsible shall be determined by the contractual relations, taking into consideration the degree of culture or practical knowledge which is required for the work, as also the capacity and qualities of the servant, which the master is, or should have been, acquainted with.

329. If the servant, either on piece-work or by contract, is not working under the supervision of the master, the provisions relating to contracts of work shall be applicable, as far as suitable, as regards responsibility for the material and the contractual execution of the work.

330. The master shall pay the wages which are agreed on, or are usual, or such as are fixed by the standard contracts of work, or by the general contracts of work binding on him.

Should a share in the profits of the business be agreed upon, in addition to the wages, the master shall be required to give the necessary information as to profit or loss to the servant, or, in his stead, to a person of trust specified by agreement or by the judge, and, as far as may be necessary, permit of an inspection of the books.

331. If the servant works on piece-work or by contract during the period of the work, exclusively for one master, he shall have the right to claim

that sufficient work shall be given him during the time the contract is in force.

Should there be a lack of work, either by the piece or on contract, then work, either by the hour or by the day, may be given him, and, if both of these are wanting, the loss thus arising shall be made good to him, unless the master can prove that he cannot be held responsible in any way for the fault.

332. Should the master delay in accepting the service, then the servant shall be entitled to demand the wages agreed on, without being under the obligation of making up the service, but he must permit that which he has saved in consequence of the service not having been rendered, or owing to work obtained elsewhere or which he has intentionally failed to obtain, to be deducted from the wages which would be due to him.

333. Where no shorter terms for payment are agreed upon or are customary, wages must be paid as follows :

(1) For workmen and for servants not living in, every two weeks.

(2) For employees, every month.

(3) For servants living in the house, every three months, and, in the case of agricultural work, every six months.

In every case wages shall be payable on the termination of the service contracted for.

334. It shall be incumbent upon the master to make such advances of money, according to the work done, as may be necessary to meet any special need arising to the servant, as far as he is able to do so without difficulty to himself.

335. In the case of contracts between master and servant concluded for a considerable period, the servant shall have a claim for payment of wages for a comparatively short period, if prevented from performing his service owing to sickness, obligatory Swiss military service, or for other similar reasons for which he is not responsible.

336. Should there be a necessity for a greater amount of work to be done beyond that fixed by contract or beyond the customary amount, the servant shall be bound to undertake such work, if he is capable of doing it, and if a refusal to undertake the same would be regarded as a breach of fidelity.

For this extra work he shall have a claim for extra wages, to be reckoned in proportion to the wages agreed upon, and taking into consideration the special circumstances of the case.

337. By apprenticeship indentures the master undertakes to train the apprentice properly in the respective trade to the best of his ability.

The master must see that he attends the obligatory school courses, and he must give him the time required to enable him to attend the trade continuation schools and technical courses, and also to take part in the apprentice examinations.

The apprentice shall not as a rule be employed either on night-work or on Sunday work.

338. The master shall be bound, unless otherwise agreed upon, or customary, to furnish the servant with the tools and material he requires for the work.

If the servant contributes anything to the above, for which he has not contracted, he shall be indemnified for the same.

339. The master shall be required, in so far as he may fairly be expected so to do, taking into consideration the individual contractual relations and the nature of the service, to provide sufficient precautionary measures to protect

against the dangers connected with the trade, as also for suitable healthy workrooms and, where it is a question of living in, for healthy bedrooms.

340. To the extent the wages are absolutely necessary for the maintenance of himself and his family any deduction from the said wages due may only be made with the consent of the servant.

Such deduction shall, however, always be permissible in respect of claims for compensation for damage wilfully inflicted.

341. The master shall be required to grant the servant the hours or days which it is customary to give as holidays.

After notice has been given, the master shall allow him the time necessary to enable him to seek another situation.

In all cases the interests of the master shall be considered as far as possible.

342. The servant may demand that the master shall give him a testimonial in which the nature and duration of the contractual relations are exclusively dealt with.

At the special request of the servant the testimonial shall also give particulars as to his services and his behaviour.

343. Inventions which may be made by the servant whilst he is carrying out his duties shall be the property of the master if it is one of the obligatory duties of the servant to make inventions, or if the master, whether this be the case or not, has stipulated such a condition in the contract.

In the latter case, the servant shall have a claim to a special proportionate indemnity in the event of the invention being of considerable economic value.

In the determination of this indemnity the co-operation of the master and the utilisation of his business installations must be taken into consideration.

344. If the servant lives in the master's house, his maintenance in the house, with board and lodging, unless otherwise agreed or customary, shall form part of the wages.

In this case the master shall be under the obligation of granting the servant maintenance, including nursing and medical attendance, for a comparatively short time, if the latter has been prevented through illness due to no fault of his own, from carrying out his duties.

345. Should the contract be entered into for a fixed period, or if it may be concluded from the nature of the service indicated that it is for a determined period, the contract shall terminate, unless otherwise agreed, without notice, on expiration of the said period.

346. If contractual relations entered into for a fixed period are tacitly continued by both parties on the expiration of the term of service, the contract shall be considered to be renewed for a like term, but at the most for one year. If the termination of the contract must be preceded by notice, then failure to do this on both sides shall be tantamount to a renewal of the contract.

347. If a contract has not been made for a fixed period, and if such a fixed period should also not be a necessary consequence of the expressed purpose of the service, then notice of termination may be given by either party.

If no other period has been fixed for the same by agreement or by law, then in the case of workmen, notice may be given to take effect at the end of the week following such notice ; in the case of employees, to take effect at the end of the following month ; and in other cases of contractual relations, at the end of the second week following the said notice.

It shall not be permissible for different periods of notice to be agreed upon for masters and servants respectively.

348. If contractual relations have lasted for more than one year, notice may be given by the master and the servant to take effect at the end of the second month following the said notice.

By agreement, this time may be altered, but it may not be less than one month in the case of employees and not less than two weeks in the case of all other kinds of service.

349. In agricultural service with maintenance in the house, the master may only terminate his agreement with a servant who has worked under him for the whole summer, during the months of September, October and November, by giving six weeks' notice, and the servant shall likewise give six weeks' notice to the master who has retained him in his service during the whole winter, if he desires to terminate his agreement in the months of February, March and April.

350. If in an engagement for a considerable period a time of probation has been stipulated, the engagement may be terminated during the first two months, unless otherwise agreed upon, with at least seven days' notice, to take effect at the end of a week.

In the case of workmen who have finished their apprenticeship, and servants, where not otherwise agreed, the first two weeks from the commencement of the service shall be reckoned as a period of probation, in the sense that either party shall be free up to the expiration of this time to dissolve the agreement by giving at least three days' notice.

351. If a contract between master and servant has been entered into for the lifetime of one party, or for a period exceeding ten years, the servant may, on the expiration of ten years, at any time and without compensation, terminate the said agreement by giving six months' notice.

352. The servant as well as the master may at any time dissolve the contract immediately for sufficient reasons.

Any circumstances in which the retiring party cannot reasonably be called upon to continue the contractual relations, for reasons of morality or of truth and fidelity, shall especially be considered as "sufficient reasons."

As regards the existence of such circumstances, the judge shall decide according to his judgment, but in no case may illness of comparatively short duration, brought about through no fault of the party, or the performance of obligatory military service for the Swiss State, be reckoned as a "sufficient reason."

353. If the sufficient reasons consist in behaviour on either side contrary to the contractual conditions, the person in fault shall give full compensation, taking into consideration all the additional profits arising out of the contractual relations.

In other respects the judge shall decide the pecuniary consequences of the withdrawal according to his judgment, taking into consideration both the circumstances and the custom of the locality.

354. If the master should have become insolvent, the servant shall be entitled to terminate the contractual relations, unless security for his wages should be granted him at his request within a reasonable time.

355. The contractual relations shall terminate with the death of the servant.

With the death of the master the contract shall lapse, in case it has been entered into essentially with respect to his person.

In this case the servant may claim fair compensation for the loss he has suffered in consequence of the premature termination of the contractual relations.

356. In the case of contractual relations in which the servant is granted an insight into the clientele or business secrets of the master, the condition may be inserted in the contract that the servant may not, on termination of the contractual relations, conduct a business in his own name competing with that of his master, nor as partner, nor in any other way be interested in such competing business.

The prohibition to compete shall only be permissible where the servant might be in a position seriously to injure his master's interests by making use of the knowledge he has thus acquired.

If the servant was a minor at the time the contract was entered into, such a condition shall be null and void.

357. The prohibition to compete shall only be binding within definite limits as to time, place and object, in such a manner that it shall not form an unfair impediment to the financial career of the servant.

358. No prohibition to compete shall be valid unless the agreement is in writing.

359. The servant who shall transgress a prohibition to compete shall be under the obligation of compensating his former master for any loss that such infringement may have caused him.

If an agreed penalty is attached to the infringement of the prohibition, the servant may as a rule release himself from the said prohibition by payment of the penalty, but he shall remain under the obligation of making compensation for any further injury that may result therefrom.

In exceptional cases where a special written agreement has been entered into, the master may, however, demand in addition to payment of the agreed penalty and compensation for all further damage arising, that the state of things contrary to the contract shall cease to exist, if the importance of the master's injured or threatened interests affected by the infringement of the prohibition to compete, and the conduct of the servant, shall justify the same.

360. The prohibition to compete shall lapse, if it can be proved that the master has no considerable interest in its maintenance.

If the master has terminated the contractual relations without sufficient reason for which the servant can be held liable, or if he has, through his own fault, given the servant sufficient reason to terminate the contract, he shall not be entitled to take proceedings on account of the infringement of the prohibition.

361. The provisions of this part where a contract between master and servant may be presumed, shall also be applicable to relations in which work is to be performed in consideration of payment, in cases which presuppose special scientific or artistic training.

362. Public officials and employees shall be subject to the public law of the Federation and the Cantons.

This Act shall not affect federal legislation respecting work in factories and trade matters.

CANTON OF APPENZEL A. RHINE.

*Gesetz betr. das Wirtschaftswesen und den Kleinhandel mit geistigen Getränken.
Von der Landsgemeinde angenommen am 26 April, 1908.*

Act relating to the keeping of hotels and public-houses and the retail sale of alcoholic beverages. (Dated 26th April, 1908.)

[EXTRACT.]

38. Every person employed in a hotel or public-house shall be allowed an uninterrupted period of rest of at least eight hours between 8 o'clock in the evening and 8 o'clock in the morning, excepting on days when an application has been made for the postponement to a later hour of the closing hour fixed by the police and the application has been granted.

Such employees shall also be entitled to an uninterrupted weekly rest of at least six hours between 8 o'clock in the morning and 8 o'clock in the evening, such period of rest to fall on a Sunday at least once every month. Notwithstanding, it may be agreed between the employer and the employee that instead of the aforesaid break the employee shall be allowed a holiday of five days twice in every year without any deduction from his wages being made in respect of the same.

An employer shall keep a register of the holidays allowed to his employees.

The State Council may allow special exceptions in the case of pensions for foreigners, inns, and hotels during the foreign season.

39. Decent and hygienic bedrooms and clean beds shall be provided for the use of persons employed in hotels and public-houses.

40. Wages shall be payable at least once every month. In the case of persons employed for the season the terms for the payment of wages shall be governed by local usage.

41. No person employed in a hotel or public-house shall be overworked. No girls under 18 years of age not belonging to the family of the host, and no children under 16 years of age shall be regularly employed in serving customers. Notwithstanding, such persons may be employed in subsidiary occupations, such as in washing crockery, setting up skittles, etc., provided that their health is in no way endangered by the work. Children under 16 years of age shall not be employed during the winter months (1st October-30th April) later than 8 o'clock in the evening, and during the rest of the year they shall not be employed later than 9 o'clock in the evening.

43. Contraventions of §§30, 32, 33, 36, 37, and 38 shall be punishable with fines of not less than 10 and not exceeding 100 francs

Bulletin

OF THE

INTERNATIONAL LABOUR OFFICE

Quarterly - 8s. per annum.

London :
THE PIONEER PRESS, LTD. (Trade Union and 48 hours),
3, NEW ROAD, WOOLWICH.

Entered at the Post Office, New York, N.Y., U.S.A., as second-class matter.
Printed February, 1912.

Bulletin

OF THE

INTERNATIONAL LABOUR OFFICE

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[Note.—Throughout the Bulletin the German, French, and English Editions are referred to by the letters G.B., F.B., and E.B. respectively].

National Labour Legislation

1. LAWS AND ORDERS

I. Germany

(A) EMPIRE.

1. *Bekanntmachung. betr. Bestimmungen zur Ausführung des Gesetzes über den Absatz von Kalisalzen.* Vom 5. April, 1911. (Reichs-Gesetzblatt 1911, S. 107.)

Notification respecting the Regulations for the administration of the Act relating to the sale of potash. (Dated 5th April, 1911).

In pursuance of §51 of the Act relating to the sale of potash, dated 25th May, 1910* (Reichs-Gesetzblatt, p. 775), the Federal Council has decided upon the following Regulations for carrying out the said Act :—

.....

Reduction of Shares (§§13 to 16).

1. For reckoning the wages paid on a yearly average for an ordinary shift, as also the normal period of employment, the workers shall be divided into the following classes :—

CLASS 1. Underground workers employed solely on mining work (*i.e.*, all those workers employed in the opening and forewinning, extraction and haulage, including the trammers).

CLASS 2. Other workers employed underground (*i.e.*, those persons employed on mine tubbing and accessory work, as in the case of shaft-timberers, repairers, masons, on-setters, brakesmen, mine fillers, and so forth).

CLASS 3. Adult workmen employed above ground.

CLASS 4. Workers employed in factories belonging to proprietors of potash works, including young persons of both sexes.

All officials and other persons permanently employed in supervising (overseers, charge-hands among the miners, and pioneers, etc.) are left out of consideration.

* Text, E.B. V., p. 169, No. 1.

2. By the term "wages paid" there shall be understood the gross amount of wages after deduction of the cost accruing to the worker of tools and materials for the performance of the work.

3. By the term "ordinary shift," there shall be understood the usual normal shift on the works for the individual classes of workers. Temporary extensions of the ordinary shift (overtime) for which special remuneration is paid, shall be converted into individual days, according to the scale of time spent on normal shifts. Should the duration of the shift be reduced for individual workmen owing to the work becoming more difficult (for example, owing to heat or damp), the reduced shifts shall be reckoned as full shifts.

Likewise, the normal duration of the shift of individual classes of workmen shall be reckoned as the "ordinary period of employment" within the meaning of §13, paragraph 2. The operation of "overtime" (paragraph 1) shall not be reckoned as an extension of the normal period of employment. A reduction in the period of employment in the case of particular workmen, owing to the work becoming more difficult, shall be left out of account when ascertaining the "normal period of employment"; where the duration of the shift is changed in the course of the year the average for the year shall be taken as the basis.

4. In establishing the wages paid on a yearly average for an ordinary shift and the normal period of employment, the sinking of shafts carried out into the open air shall not be taken into consideration.

5. Proprietors of potash works shall lodge with the Allotment Board by the 1st of May, 1911, at latest :

(1) Proof of the wages paid during the calendar years 1907 to 1909, as also during the period from 1st June to 31st December, 1910, to the classes of workers designated according to the enclosed model form ;

(2) Proof of the duration of the period of employment which has been usual for the different classes of workers during the calendar year 1909, as also during the period from 1st June to 31st December, 1910.

From the year 1912, the proprietors of potash works shall lodge, not later than 1st February of each year, with the Allotment Board the respective proof for the previous calendar year.

6. Should the premises of §13, paragraph 4, not really be applicable to a potash mine, but be applicable to the factory, paragraph 4 shall apply only in respect of the working of the factory.

7. In cases of doubt, the Allotment Board shall decide whether §13, paragraph 4, shall apply.

8. The Board shall likewise decide what other potash works shall be used for purposes of comparison in the cases referred to in §13, paragraph 4.

9. In cases contemplated under §13, paragraph 4, there shall be added to the proof of wages full details respecting the development of the conditions of the factory, labour and wages during the period in question.

10. The Allotment Board shall examine the proofs [§§5 and 9 of this notification] as to their correctness. In case of doubt, the Board shall compare the proofs with the wages-books. Should the latter no longer exist, other suitable material may be used for comparison.

11. §§13 to 16 shall not apply to undertakings not engaged in the extraction of potash or the manufacture of products mentioned in §2 of the Act, even if they belong to an owner of potash works.

[Model Form.]

2. *Bekanntmachung, betr. den Beitritt der Südafrikanischen Union und Südrhodesiens zu dem am 26 September, 1906, in Bern unterzeichneten Internationalen Abkommen über das Verbot der Verwendung von weissem (gelbem) Phosphor zur Anfertigung von Zündhölzern.* Vom 28. April, 1911. (Reichs-Gesetzblatt 1911, S. 207.)

Notification relating to the accession of the South African Union and of Southern Rhodesia to the International Convention signed in Berne on 26th September, 1906,* prohibiting the use of white (yellow) phosphorus in the manufacture of matches. (Dated 28th April, 1911.)

Besides the States, Colonies, Possessions and Protectorates mentioned in the notification of 31st December, 1910† (Reichs-Gesetzblatt 1911, p. 23), the South African Union and Southern Rhodesia have also acceded to the International Convention prohibiting the use of white (yellow) phosphorus in the manufacture of matches, dated 26th September, 1906* (Reichs-Gesetzblatt 1911, p. 17). The Swiss Federal Council was informed by the Government of Great Britain of the accession of the South African Union on 6th December, 1910, and of the accession of Southern Rhodesia on 20th February, 1911. The accession of the South African Union to the Convention, to which the Orange River Colony, belonging to the Union, had already acceded, according to the notification dated 31st December, 1910, shall, according to an agreement arrived at between the Government of Great Britain and the Governments of the other contracting Powers, come into force in the same manner as if it had taken place on the 3rd May, 1909, the day on which the declaration of accession by the Orange River Colony was announced.

RULES FOR THE PREVENTION OF ACCIDENTS, SANCTIONED BY THE STATE INSURANCE OFFICE.

1. *Unfallverhütungsvorschriften der Steinbruchs-Berufsgenossenschaft für Sprengarbeit (Schiessinstruktion).* (Genehmigt am 25 Januar, 1911 ; gültig vom 1 März, 1911.)

Quarrying Trade Association. Rules for the prevention of accidents in blasting operations. (Instructions for shooting.) (Sanctioned on 25th January, 1911 ; in force from 1st March, 1911.)

2. *Unfallverhütungsvorschriften der Westdeutschen Binnenschiffahrts-Berufsgenossenschaft.* (Genehmigt am 25. Januar, 1911 ; gültig vom 1. April, 1911.)

West German Inland Shipping Trade Association. Rules for the prevention of accidents. (Sanctioned 25th January, 1911 ; in force from 1st April, 1911.)

3. *Unfallverhütungsvorschriften der Süddeutschen Edel- und Unedelmetall-Berufsgenossenschaft für die Herstellung von Aluminium in Pulver (Aluminiumbronze).* (Genehmigt am 8. März, 1911 ; gültig vom 1. April, 1911.)

South German Precious and Base Metals Trade Association. Rules for the prevention of accidents in the manufacture of aluminium in powder (aluminium bronze). (Sanctioned 8th March, 1911 ; in force from 1st April, 1911.)

* Text, E.B. I., p. 275.

† Text E.B. VI., p. 12.

4. *Zweiter Nachtrag zu den Abgeänderten Unfallverhütungsvorschriften der Rheinisch-Westfälischen Textil-Berufsgenossenschaft* (Ausgabe 1902). (Genehmigt am 29. Mai, 1911; gültig vom 1. Juli, 1911.)

Rhenish-Westphalia Textile Trade Association. Second Supplement to the amended Rules for the prevention of accidents (Edition 1902). (Sanctioned 29th May, 1911; in force from 1st July, 1911.)

(B) PROTECTORATES.

1. GERMAN EAST AFRICA.

Verordnung des Gouverneurs von Deutsch-Ostafrika betr. die Bestrafung von Eingeborenen wegen Kontraktbruchs. Vom 7. Dezember, 1909. (Deutsches Kolonialblatt, XXI., S. 118.)

Order of the Governor of German East Africa relating to the punishment of natives for breach of contract. (Dated 7th December, 1909.)

2. GERMAN SOUTH-WEST AFRICA.

1. *Verordnung des Gouverneurs von Deutsch-Südwestafrika, betr. Dienst- und Arbeitsverträge mit Eingeborenen des Südwestafrikanischen Schutzgebiets.* Vom 18. August, 1907. (Deutsches Kolonialblatt, XVIII., S. 1179.)

Order of the Governor of German South-West Africa relating to contracts for service and labour made with natives of the South-West African Protectorate. (Dated 18th August, 1907.)

2. *Verordnung des Gouverneurs von Deutsch-Südwestafrika, betr. Ergänzung der Verordnung vom 15. Dezember, 1905, betr. die Einwanderung in das Deutsch-Südwestafrikanische Schutzgebiet.* Vom 27 September, 1910 (Deutsches Kolonialblatt, XXI. S. 880).

Order of the Governor of German South-West Africa, supplemental to the Order dated 15th December, 1905, relating to immigration into the German South-West African Protectorate. (Dated 27th September, 1910.)

3. CAMEROON.

Verordnung des Gouverneurs von Kamerun betr. Abänderung der Verordnung betr. das Löschen und Laden von Seeschiffen an Sonn- und Feiertagen vom 24. Mai, 1909. Vom 5. März, 1910. (Deutsches Kolonialblatt, XXI., S. 415.)

Order of the Governor of Cameroon relating to the modification of the Order regarding the unloading and loading of ocean vessels on Sundays and holidays, dated 24th May, 1909 * (Dated 5th March, 1910.)

4. SAMOA.

Verordnung des Gouverneurs von Samoa, betr. Abänderung der Verordnung betr. die chinesischen Kontraktarbeiter vom 25. April, 1905, und 16. November, 1909. Vom 18. Juni, 1910. (Deutsches Kolonialblatt, XXI., S. 759.)

Order of the Governor of Samoa relating to the modification of the Order regarding Chinese labourers working by contract, dated 25th April, 1905,* and 16th November, 1909.† (Dated 18th June, 1910.)

* Text, E.B. V., p. 5.

† Text E.B. V., p. 174.

(C) FEDERAL STATES.

1. KINGDOM OF PRUSSIA.

1. *Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten zu Berlin, betr. Arbeiterschutz gegen Milzbrandgefahren. Vom 20. Dezember, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung, 1911, S. 11.)*

The Minister of Commerce and Industry to the Administrative Presidents of Government Districts and the Police President in Berlin, relating to protection of workers against the dangers of anthrax. (Dated 20th December, 1910.)

2. *Der Minister für Handel und Gewerbe an den Herrn Regierungspräsidenten in N. betr. Einrichtung und Betrieb der Rosshaarspinnereien, Haar- und Borstenzurichtereien usw. Vom 23. Dezember, 1910. (Ministerialblatt der Handels- und Gewerbeverwaltung 1911, S. 12.)*

The Minister of Commerce and Industry to the Administrative President of the Government District of N., relating to the establishment and management of horse-hair spinning-mills, factories for dressing hair and bristles, etc. (Dated 23rd December, 1910.)

3. *Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten betr. Einrichtung und Betrieb der Metallbeizereien. Vom 8. February, 1911. (Ministerialblatt der Handels- und Gewerbeverwaltung 1911, S. 50.)*

The Minister of Commerce and Industry to the Administrative Presidents of Government Districts, relating to the establishment and management of metal pickling factories. (Dated 8th February, 1911.)

Having received suggestions from several quarters for effecting an improvement in the protection of workers in metal pickling works (metal roasting), I have caused the Royal Technical Commission for Industry to draw up general views relating to the establishment and management of these establishments. In compliance with my request, the Commission drew up the following "Principles for the supervision by industrial inspectors of metal pickling works."

In sending you the required copies of these principles, I beg you to send a copy to each industrial inspector of your district, with the injunction to use these principles as a basis in his measures for carrying out §120a-120c of the Industrial Code. Will you, however, explicitly point out to the officials that, when applying the principles, they are not bound by the wording, but are required to examine, for each individual factory, independently and on their own responsibility, what requirements must be put forward with respect to the security of workers.

[Enclosure.]—*Principles for the supervision by industrial inspectors of metal pickling works (metal roasting).*

1. Premises where the pickling of metals is carried on with nitric acid must be kept separate from other workrooms and dwelling rooms by means of impermeable walls, and so arranged that no injurious gases can find entrance into the other workrooms and living rooms. Openings connecting with other workrooms and living rooms shall be kept closed by means of automatic, tight-closing doors.

2. The flooring of the pickling rooms shall be formed of acid-proof material (stone slabs, hard clinkers, asphalt and the like, but not cement), impermeable, and so contrived that acids and acidiferous slops shall run off into sinks. The joining of the flooring to the surrounding walls shall be made acid-proof and so contrived that the latter cannot be destroyed by acid. The flooring and the side walls must be kept constantly clean, by sprinkling with water. The sinks shall be connected by means of acid-proof pipes, glazed earthenware pipes, and the like, but not cement pipes, with a collecting tank, likewise acid-proof, in which the contents, before being further carried off, shall be neutralised by means of lime or otherwise.

3. The vessels containing acid used for pickling shall stand on an acid-proof base, and, unless otherwise arranged for the protection of the workers, at such a height that the workers shall be exposed to as little danger as possible from the acid and exhalations.

4. Metal pickling premises shall be lighted by daylight and, when it is dark, by artificial light sufficiently for the work to be carried on safely.

5. The acid exhalations shall be collected in an effective manner at the points of origin, and carried away in such a manner that they shall not penetrate into living rooms or workrooms.

6. Application of the acid shall only take place under an efficient ventilator. When not in use for pickling, the vessels containing the acid shall be kept tightly covered over.

7. Organic materials, such as paper, wood, straw, coals, textiles, and the like shall not be stored on the metal-pickling premises themselves.

8. Young persons shall not be employed on the metal pickling premises. Means of protection, such as rubber gloves and the like, shall be placed at the disposal of the workers engaged in metal pickling.

9. No spirits shall be allowed to be drunk in the pickling rooms. Any persons inclined to excessive indulgence in spirituous liquors shall be excluded from employment in the pickling rooms.

10. As an antidote for the inhalation of nitrous vapours, chloroform water shall be kept ready and provision made for the inhalation of oxygen. Where appliances of the kind last referred to do not exist, a notice shall be affixed indicating the oxygen apparatuses and the Bratachen restorative apparatuses of the nearest fire station.

11. In every pickling room attention shall be strongly directed, by means of a prominent notice, to the danger of poisoning by the inhalation of nitrous, reddish-brown vapours, and instructions shall be given that after inhaling undue quantities of these vapours, even though the victim may appear well, the medical man shall be at once fetched and antidotes administered.

12. The following wording is recommended for the notice :

CAUTION.

The vapours of nitric acid, especially the reddish-brown vapours, are *poisonous*. It is dangerous to life to inhale them, as they attack the lungs.

Do not stoop under the ventilator funnel !

Any person having inhaled acid vapours in undue quantity, shall immediately repair to the medical man, even although he may appear to himself to be well.

Any acid which may have escaped shall be *at once* diluted with plenty of water and washed away.

13. A model equipment for the protection of the workers from nitrous gases, which is, no doubt, only suited for fairly large establishments, is described in the "Zeitschrift des Vereins deutscher Ingenieure" for 1910, p. 1279, *et seq.* ("Journal of the Association of German Engineers").

4. *Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten in Berlin betr. Sonntagsruhe in Betrieben der Bekleidungsgewerbe.* Vom 22. April, 1911. (Ministerialblatt der Handels- und Gewerbeverwaltung 1911, S. 132.)

The Minister of Commerce and Industry to the Administrative Presidents of Government Districts and the Police President in Berlin, with reference to Sunday rest in establishments in the clothing industry. (Dated 22nd April, 1911.)

5. *Der Minister für Handel und Gewerbe, der Minister der geistlichen und Unterrichtsangelegenheiten, der Minister des Innern an die Herren Regierungspräsidenten betr. Bahnhofsbuchhandel.* Vom 2. Mai, 1911. (Ministerialblatt der Handels- und Gewerbeverwaltung 1911, S. 155.)

The Minister of Commerce and Industry, the Minister of Public Worship and Education, the Minister of the Interior to the Administration Presidents of Government Districts, with reference to book stalls at railway stations. (Dated 2nd May, 1911.)

6. *Gesetz. betr. die Bewilligung weiterer Staatsmittel zur Verbesserung der Wohnungsverhältnisse von Arbeitern, die in staatlichen Betrieben beschäftigt sind, und von gering besoldeten Staatsbeamten.* Vom 6. Mai, 1911. (Preussische Gesetzsammlung 1911, S. 71.)

Act relating to the granting of further State assistance for the improvement of the housing conditions of workmen engaged in public works and of employees of the State in receipt of low salaries. (Dated 6th May, 1911.)

7. *Der Minister für Handel und Gewerbe, der Minister des Innern an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten in Berlin betr. Uebersicht über kommunale Arbeitsnachweisstellen.* Vom 12. Mai, 1911. (Ministerialblatt der Handels- und Gewerbeverwaltung 1911, S. 186.)

The Minister of Commerce and Industry, the Minister of the Interior to the Administrative Presidents of Government Districts, and the Police President in Berlin, with reference to the supervision of communal labour exchanges. (Dated 12th May, 1911.)

2. KINGDOM OF BAVARIA.

1. *Das K. Staatsministerium des Königlichen Hauses und des Aeussern, das K. Staatsministerium des Innern an die K. Regierungen Kammern des Innern, die Distrikts- und Ortspolizeibehörden, sowie an die K. Gewerberäte betr. Sicherheitsvorschriften für Aufzüge.* Vom 11. August, 1909. (Amtsblatt der K. Staatsministerien des Königlichen Hauses und des Aeussern und des Innern, 1909, S. 692.)

The State Ministry of the Royal House and of Foreign Affairs, State Ministry of the Interior, to the State Councils, the Chambers of the Interior, the District and Local Police Authorities, as also to the Royal Industrial Councilors, with reference to safety directions for lifts. (Dated 11th August, 1909.)

2. *Bekanntmachung der K. Staatsministerien des Königlichen Hauses und des Aeussern, sowie des Innern an die K. Regierungen, Kammern des Innern, die Districtsverwaltungsbehörden und die Königlichen Bauämter betreffs Verhütung von Bauunfällen.* Vom 26. August, 1909. (Amtsblatt der K. Staatsministerien des Königlichen Hauses und des Aeussern und des Innern, 1909, S. 710.)

Notification of the State Ministries of the Royal House and of Foreign Affairs, as also of the Interior, to the State District Councils, the Chambers of the Interior, the District Administrative Authorities, and the State Boards of Works, with reference to the prevention of accidents in building operations. (Dated 26th August, 1909.)

3. *Bekanntmachung der K. Staatsministerien des Königlichen Hauses und des Aeussern und des Innern betr. Sicherheitsvorschriften für Aufzüge.* Vom 17. März, 1911. (Amtsblatt der K. Staatsministerien des Königlichen Hauses und des Aeussern und des Innern, 1911, S. 145.)

Notification of the State Ministries of the Royal House and of Foreign Affairs and of the Interior, with reference to safety directions for lifts. (Dated 17th March, 1911.)

4. *Bekanntmachung des K. Staatsministeriums des Innern betr. die Erstreckung der Krankenversicherungspflicht.* Vom 5. Mai, 1911. (Amtsblatt der K. Staatsministerien des Königlichen Hauses und des Aeussern und des Innern, 1911, S. 265.)

Notification of the Royal Ministry of State for the Interior, with reference to the extension of compulsory Insurance against Sickness. (Dated 5th May, 1911.)

3. KINGDOM OF SAXONY.

1. *Verordnung über die Anzeigepflicht bei Erkrankungen und Todesfällen an Milzbrand.* Vom 22. November, 1909. (Gesetz- und Verordnungsblatt für das Königreich Sachsen, 1909, S. 629.)

Order relating to the duty of reporting persons suffering from, and deaths occasioned by, anthrax. (Dated 22nd November, 1909.)

The Federal Council, according to the notification of the Imperial Chancellor of 28th September, 1909* Reichsgesetzbl., p. 933), in pursuance of §5, paragraph 2, of the Act relating to the combatting of diseases of public danger, dated 30th June, 1900 (Reichsgesetzblatt, p. 306), having decided to extend, from 1st January, 1910, the directions relating to the duty of notification contained in §§1 to 4 of this Act to cases of persons suffering from anthrax and of deaths resulting therefrom, as also to all cases of sickness and death which may be suspected of having been caused by this disease, the printed Regulations set forth below under A have been resolved upon by the said Council for general observance.

As supplementary to these, the Ministry of the Interior finds it expedient to order as follows :

- I. Police authorities, within the meaning of the Regulations, are :
 - (a) In towns having revised municipal regulations, the town councillors ;
 - (b) In medium-sized and small towns, the burgomaster ;
 - (c) In rural communes, the communal councils ;
 - (d) In independent manor lands, the overseer.

* Title E.B., IV. p. 285.

II. The official medical man within the meaning of the regulations shall be the medical man of the district. The official veterinary surgeon shall be the district veterinary surgeon.

III. The examination of the inquiry forms is entrusted to the Provincial Board of Health, to whom the forms are to be sent in after being completely filled up, in duplicate, in accordance with Regulation 4.

IV. As, in accordance with Regulation 3, the Police Authority therewith concerned is required to fill up §§1 to 4 of the form, and then to send it to the medical man of the district for §§5 to 8 and §26 to be filled up, whilst the particulars required for §§9 to 25 have to follow in agreement with the medical man of the district, through the Industrial Inspectorate or the district veterinary surgeon, the district medical man must, on receipt of the form, put himself in communication with the Industrial Inspectorate and the district veterinary surgeon, with respect to the joint entries to be made. The duty of the Police Authority, as required in Regulation 3, paragraph 2, according to which the Industrial Inspectorate and the district veterinary surgeon are to be informed, without delay, of any case of anthrax that may come under the notice of the said Police Authority, remains also in force.

(A) REGULATIONS FOR THE FURNISHING OF REGULAR STATISTICS OF CASES OF ANTHRAX IN MEN.

1. From the 1st January, 1910, regular statistics shall be kept of cases of illness and death from anthrax in men.

2. The collecting of statistics shall be made in pursuance of the reports of cases of illness and deaths or of suspicion of illness from anthrax supplied to the Police Authorities. It takes place by means of inquiry forms, according to the model given hereunder.

The cases notified as *suspected* anthrax have only to be included in such statistics in so far as they prove to be veritable cases of anthrax according to the result of the investigations or of the bacteriological examination or after further course of the illness. In order to establish this, the official medical man shall, in every case or suspected case of anthrax, take in hand the process of investigation in the form required by §6 of the Act of 30th June, 1900 (R.G.Bl. p. 306), and, without delay, inform the proper Police Authority of the result of the investigation.

3. In each case of illness or death in which anthrax shall be considered as established, the proper Police Authorities shall forthwith draw up an inquiry form, filling in the particulars provided for under §§1 to 4. The questions in §§5 to 8 and §26 shall be answered by the official medical man in agreement with the medical man in charge of the case, and the proper Police Authorities shall, without delay, supply the official medical man with the inquiry form for this purpose.

The questions under §§9 to 23 and §25 shall be answered by the proper officials of the Industrial Inspectorate, in agreement with the official medical man, as also the questions under §24, so far as they do not refer to a case of anthrax in establishments where animals are kept; in the latter case the reply shall be given by the official veterinary surgeon, in agreement with the official medical man. The proper Police Authority shall therefore, without delay, inform the Industrial Inspectorate of every case of anthrax of which they receive information, so far as may come under their investigation and consideration; and shall do the same to the official veterinary surgeon with respect to all cases belonging to §24.

4. The inquiry form, after it has been completed, shall be transmitted in duplicate to the station entrusted by the Provincial Central Authority with its verification. On completion of the verification, a copy of the same shall be transmitted to the Imperial Sanitary Board.

5. The filling up of the inquiry form shall be so hastened by the stations concerned as to enable the form to reach the Imperial Sanitary Board within fourteen days of recovery or death of the sick person.

6. Any further inquiries necessary can be dealt with direct between the Imperial Sanitary Board and the stations entrusted with the filling up of the form and its verification. Should the further inquiry not take place with the station entrusted with the verification, the result of the further inquiry shall be notified to said station.

7. The Imperial Sanitary Board shall prepare the results of the statistics. Care shall be taken for all forms referring to the previous year to be received by the Imperial Sanitary Board by the 1st February in each year at the latest.

INQUIRY FORM FOR THE NOTIFICATION OF CASES OF SICKNESS AND DEATH FROM ANTHRAX

(Non-relative matter to be struck through).

A. Particulars of the Persons Affected.

1. Surname and Christian name of the sick person (the deceased).
2. Sex : Male ; female.
3. Age : Born on . . . (if the date of birth is not known, the age).
Place of residence.
4. Status or trade.
5. Date when taken ill.
Date of first medical treatment.
Date of admission into a hospital.
Date when the disease was established by the doctor as anthrax.
Was the disease established bacteriologically as anthrax ?
When ? By whom ?
6. Nature of the disease : anthrax of the lungs, anthrax of the bowels, anthrax of the skin ? If anthrax of the skin, what part of the body was affected ?
7. Has the sick person recovered ? Has he died ? When ?
8. According to the investigations made, how was the anthrax transmitted : (a) by *direct* contact with anthrax-infected material ? What sort of material ? (b) By the penetration of dust ? Whence had the dust come ? (c) By eating anthrax-infected meat ? (d) Through being stung by an insect ? (e) In what other manner ? Was there previously any wound, abrasure, or the like perceptible on the place affected ?

B. Particulars of the Occupation to which the sick Person belonged.

9. Place where the industry was carried on (commune, district, State). To what relief society did the affected worker belong ?
10. Nature of the industry (tannery, horse-hair spinning mills, etc., and name of the firm ; did infection take place in the course of his work at the workshop, or at home (home-work) ?

I. Tanneries, warehouses for raw materials, skin and hide businesses, and similar industries :

11. Are there treated in the establishment hides, skins : (a) exclusively of home origin ; (b) exclusively of foreign origin ; (c) of home and foreign origin ?
12. Was the infection caused by hides, skins of home origin : (a) fresh, unsalted hides, skins ? Origin : Federal State (district) ? Place ? (b) Salted hides, skins ? Origin : Federal State (district) ? Place ? (c) Dry hides, skins ? Origin : Federal State (district) ? Place ? Of foreign origin : (a) Fresh, unsalted hides, skins. Country of origin ? (b) Salted hides, skins ? Country of origin ? (c) Dry skins, hides ? Country of origin ?
13. From what sort of animal did the hides, skins emanate ?
14. Was the infection caused by non-depilated hides, skins or depilated ones ?
15. What depilation process had been used (sweating, lime-pits, sulphide of sodium ash, lime-water, etc.) ? How long a time had the hides, skins been subjected to the depilation process ? What tanning material (tan, extract, chrome, alum, etc.) was employed ?
16. Was the infection caused by the packing material of dry imported hides, skins ? The packing material of salted imported hides, skins ? Tan, leather, or waste (for example, refuse for making glue, hair) ? Had said refuse been soaked in lime-water ?
17. At what particular work was the sick person infected ? At what work was the sick person engaged in the last seven days before falling sick ?

II. Horse-hair spinning mills, hair and bristle works, brush and paint-brush factories, and allied industries (for example, wool-combing establishments) :

18. Was the infection caused by hairs ? Bristles ? Wool ? (a) Of home origin ? (b) Of foreign origin (country of origin) ?
19. From what sort of animal had the hairs, bristles, wool emanated ?
20. Were the hairs, etc., of home origin, disinfected ? not disinfected ? Had the hairs, etc., of home origin (the disinfected hairs *after* disinfection) come into contact with the non-disinfected foreign hairs ? During storage ? During treatment ?
21. Were the hairs, etc., of foreign origin, disinfected ? Not disinfected ? (a) Abroad ? (b) At home ? Did the hairs, etc., *after* disinfection, come into contact with non-disinfected foreign hairs ? During storage ? During treatment ?
22. What process of disinfection had been employed with the hairs, etc. ? In what disinfecting establishment (name and place) ?
23. At what particular work had the sick person become infected (in sorting, bundling of the hairs, etc.) ? In which work-room (sorting room for non-disinfected foreign materials, hatcheling, etc.) ? At what work was the sick person engaged during the last seven days before falling sick ?

III. Establishments for keeping animals, slaughterhouses, flaying houses.

24. Did infection take place from a live animal? What sort of animal? Was it killed from necessity? Sort of animal: was it an animal that had died by accident? Sort of animal: in what other manner? At what particular work had the sick person become infected? Aa what work was the sick person engaged during the last seven days before falling sick?

IV. Other industries (glue boilers, works for making size from leather parings, bone-meal works, artificial manure works, driving-belt works, shoe factories, leather goods factories, furriers' works, saddleries, rag sorting premises, artificial wool factories, paper factories, etc.).

25. By what material had the infection been brought about (animal substances from which glue is extracted, skins, leather, bones, rags, etc.). Origin: country? place? From what sort of animal did the animal substance, skins, leather, etc., emanate? If animal substance: Had it been soaked in lime-water? If leather: By which process had it been tanned (tan, chrome, alum, chamois-dressing, etc.)? At what particular work had the sick person become infected? At what work was the sick person engaged during the last seven days before falling ill?

V. Scientific establishments.

26. What brought about the illness (diseased animals, cultures, etc.)? Place and Date. Signature.

2. *Verordnung, die Abänderung der Beilagen III. and IV. zur Verordnung über die Ausführung der Gewerbeordnung für das Deutsche Reich vom 28. März, 1892 (G.V.Bl., S. 28), betreffend.* Vom 4. Dezember, 1909. (Gesetz- und Verordnungsblatt für das Königreich Sachsen, 1909; S. 644.)

Order with reference to the modification of Supplements III. and IV. to the Order relating to the administration of the Industrial Code for the German Empire of the 28th of March, 1892. (Dated 4th December, 1909.)

3. *Bekanntmachung, die Werkstätten mit Motorbetrieb betreffend.* Vom 4. Dezember, 1909. (Gesetz- und Verordnungsblatt für das Königreich Sachsen, 1909, S. 651.)

Notification with reference to workshops with motor power. (Dated 4th December, 1909.)

4. *Verordnung, die polizeiliche Beaufsichtigung der Dampfkessel betreffend.* Vom 10. Dezember, 1909. (Gesetz- und Verordnungsblatt für das Königreich Sachsen, 1909; S. 653.)

Order with reference to the Police inspection of boilers. (Dated 10th December, 1909.)

5. *Verordnung über die Arbeitszeugnisse und Arbeitsbücher der auf Bergwerken beschäftigten Arbeiter.* Vom 21. Dezember, 1909. (Gesetz- und Verordnungsblatt für das Königreich Sachsen, 1909; S. 691.)

Order with reference to work certificates and work books of workmen employed in mines. (Dated 21st December, 1909.)

6. *Verordnung über Bergschiedsgerichte.* Vom 24. Dezember, 1909. (Gesetz- und Verordnungsblatt für das Königreich Sachsen, 1909; S. 696.)

Order with reference to Mining Arbitration Courts. (Dated 24th December, 1909.)

7. *Verordnung, die Vorbildung, den Vorbereitungsdienst und den Befähigungsnachweis der Gewerbeaufsichtsbeamten betreffend.* Vom 20. Juni, 1910.* (Gesetz- und Verordnungsblatt für das Königreich Sachsen, 1910; S. 211.)

Order with reference to the training, preparatory service, and the proof of qualification of Industrial Inspectors. (Dated 20th June, 1910.)*

4. KINGDOM OF WURTEMBERG.

1. *Verfügung des Ministeriums des Innern, betr. die Einrichtung und den Betrieb gewerblicher Anlagen, in denen Thomasschlacke gemahlen oder Thomasschlackenmehl gelagert wird.* Vom 30. Juli, 1909. (Regierungsblatt für das Königreich Württemberg, 1909; S. 145.)

Decree of the Ministry of the Interior relating to the establishment and management of industrial establishments in which Thomas slag is ground or Thomas slag sand is stored. (Dated 30th July, 1909.)

2. *Verfügung des Ministeriums des Innern, betr. den Vollzug des Reichsgesetzes vom 28. Dezember, 1908, über die Abänderung der Gewerbeordnung.* Vom 9. September, 1909. (Regierungsblatt für das Königreich Württemberg, 1909; S. 281.)

Decree of the Ministry of the Interior with reference to the execution of the Imperial Act of 28th December, 1908,† amending the Industrial Code. (Dated 9th September, 1909.)

3. *Erlass des K. Ministeriums des Innern an die K. Zentralstelle für Gewerbe und Handel, die K. Gewerbeinspektion, die K. Oberämter und die Ortspolizeibehörden, betr. die Verzeichnisse über die der Gewerbeaufsicht unterstehenden gewerblichen Betriebe.* Vom 9. September, 1909. (Amtsblatt des Königlich Württembergischen Ministeriums des Innern, 1909; S. 361.)

Order of the Ministry of the Interior to the Central Office for Industry and Commerce, the Industrial Inspectorate, the head officials, and the local Police Authorities, relating to the lists of the industrial establishments subject to industrial inspection. (Dated 9th September, 1909.)

4. *Bekanntmachung, betr. den Text der Verfügung des K. Ministeriums des Innern vom 26. März, 1892* (Regierungsblatt, S. 59), *über den Vollzug der Gewerbeordnung.* Vom 9. September, 1909. (Amtsblatt des Königlich Württembergischen Ministeriums des Innern, 1909; S. 367.)

Notification relating to the text of the Decree of the Ministry of the Interior of the 26th of March, 1892 (R.G.Bl., p. 59), relating to the execution of the Industrial Code. (Dated 9th September, 1909.)

5. *Verfügung des K. Ministeriums des Innern, betr. den Vollzug der Gewerbeordnung vom 26. März 1892/9.* September, 1909. (Reg. Blatt. S. 59/R.Bl., S. 281), (Amtsblatt des Königlich Württembergischen Ministeriums des Innern, 1909; S. 367.)

* Text in the International Labour Offices. "First comparative Report on the Administration of Labour Laws." London: P. S. King & Son, 1911, p. 22.

† Text, E.B. III., p. 335, No. 3.

Decree of the Ministry of the Interior, relating to the execution of the Industrial Code of 26th March, 1892/9th September, 1909.

6. *Erlass des K. Ministeriums des Innern und das K. Medizinalkollegium, die K. Gewerbeinspektion, die K. Oberämter, die K. Oberamtsphysikate, die K. Oberamtstierärzte sowie die Ortspolizeibehörden, betr. die Aufnahme einer Statistik der Milzbrandfälle unter Menschen.* Vom 21. Oktober, 1909. (Amtsblatt des K. Württembergischen Ministeriums des Innern, 1909; S. 434.)

Decree of the Ministry of the Interior to the State Sanitary Board, the Industrial Inspectorate, the Head Officials, to the Head Medical Officers of Districts, the Head Veterinary Surgeons of Districts, as also the Local Police Authorities, relating to the drawing up of statistics of cases of anthrax in men. (Dated 21st October, 1909.)

7. *Erlass des K. Ministeriums des Innern an die K. Stadtdirektion Stuttgart und die K. Oberämter, sowie an die Ortspolizeibehörden, betr. die Beschäftigung von Arbeiterinnen und jugendlichen Arbeitern.* Vom 13. Dezember, 1909. (Amtsblatt des Königlich Württembergischen Ministeriums des Innern, 1909; S. 461.)

Decree of the Ministry of the Interior to the Municipal Council of Stuttgart and to the Head Officials, as also to the local Police Authorities, relating to the employment of women and young persons. (Dated 13th December, 1909.)

8. *Verfügung des Ministeriums des Innern, betr. den Vollzug einer Bestimmung über die Einrichtung und den Betrieb von Steinbrüchen und Steinhauereien (Steinmetzbetrieben).* Vom 17. Dezember, 1909. (Regierungsblatt für das Königreich Württemberg, 1909; S. 381.)

Decree of the Ministry of the Interior relating to the execution of a Regulation respecting the establishment and management of stone quarries and stone-cutting works (stone masonry works). (Dated 17th December, 1909.)

9. *Verfügung des Ministeriums des Innern, betr. den Vollzug der Bestimmungen über die Beschäftigung jugendlicher Arbeiter bei der Bearbeitung von Fasern, Tierhaaren, Abfällen oder Lumpen.* Vom 17. Dezember, 1909. (Regierungsblatt für das Königreich Württemberg, 1909; S. 381.)

Decree of the Ministry of the Interior relating to the execution of the Regulations respecting the employment of young persons in the treatment of fibres, hair of animals, cuttings, or rags. (Dated 17th December, 1909.)

5. GRAND DUCHY OF HESSE.

1. *Bekanntmachung, Abänderung der Anweisung zur Ausführung des Gesetzes über die Kinderarbeit in gewerblichen Betrieben, vom 30. März, 1903*, betreffend.* Vom 6. Mai, 1909. (Grossherzoglich Hessisches Regierungsblatt, 1909; S. 130.)

Notification of amendment of the instructions for carrying out the Act relating to the employment of children in industrial establishments, of the 30th March, 1903.* (Dated 6th May, 1909.)

* Text, G. B. II., p. 1, No. 2.

The following provisions shall be substituted for §§10 and 11 of the instructions for carrying out the Act relating to the employment of child labour in industrial establishments, dated 30th March, 1903* (Reichsgesetzblatt, p. 113), and of the complementary Order dated 12th December, 1903.* (R.G.Bl., p. 377).

10. The notice prescribed in §10 of the Act, relating to the contemplated employment of children, shall be addressed by the employer to the local police authority in the locality where the establishment is situated.

The notice shall, in particular, indicate the kind of occupation proposed for the child. Should this occupation not be permitted by the Act, the local police authority shall at once give information to that effect in writing to the employer.

11. The notices and any Decrees previously issued in accordance with §10, paragraph 2, shall be collected by the local police authorities, duly classified, and submitted on request to the industrial inspectors.

A regular employment, even though only recurring at intervals, shall not be considered as coming within the meaning of §10, paragraph 2, and §11, paragraph 2, of the Act.

2. *Bekanntmachung, die Verhältnisse der gewerblichen Arbeiter mit Ausnahme der Betriebsbeamten, Werkmeister und Techniker betreffend.* Vom 23. Dezember, 1909. (Grossherzoglich Hessisches Regierungsblatt, 1909; S. 337.)

Notification relating to the conditions existing in the case of industrial workers, exclusive of works officials, foremen and technologists. (Dated 23rd December, 1909.)

6. GRAND DUCHY OF MECKLENBURG-STRELITZ.

1. *Vorschriften zur Regelung des Lehrlingswesens in Handwerksbetrieben.* Vom 2. Juni, 1909. (Nr. 146 der Mecklenburg-Strelitzschen Anzeigen. Vom 26. Juni, 1909.)

Rules for the regulation of apprenticeship in works carried on by hand labour. (Dated 2nd June, 1909.)

2. *Bekanntmachung, betr. die Vorschriften zur Regelung des Lehrlingswesens in Handwerksbetrieben.* Vom 16. Oktober, 1909. (Grossherzoglich Mecklenburg-Strelitzscher Offizieller Anzeiger für Gesetzgebung und Staatsverwaltung, 1909; S. 317.)

Notification concerning the Rules for regulating apprenticeship in works carried on by hand labour. (Dated 16th October, 1909.)

7. DUCHY OF BRUNSWICK.

1. *Gesetz betr. die Einrichtung und den Betrieb von Schlachtereien und Anlagen, in denen Fleisch- und Wurstwaren zum Verkauf hergestellt werden, sowie den Verkehr mit Fleischwaren.* Vom 22. Juni, 1909. (Gesetz- und Verordnungssammlung, 1909; S. 283.)

Act relating to the establishment and management of slaughter-houses and premises in which meat and sausages are prepared for sale, as also the traffic in meat. (Dated 22nd June, 1909.)

2. *Gesetz betr. Abänderung des Berggesetzes für das Herzogtum Braunschweig vom 19. April, 1867, Nr. 23.* Vom 23. Oktober, 1909. (Gesetz- und Verordnungssammlung, 1909; S. 445.)

* Text, G.B. III., p. 15, No. 5.

Act relating to the amendment of Mining Act for the Duchy of Brunswick of 19th April, 1867, No. 28. (Dated 23rd October, 1909.)

3. *Bekanntmachung zur Ausführung der Gewerbeordnung.* Vom 22. Dezember, 1909. (Gesetz- und Verordnungssammlung, 1909; S. 497.)

Notification for the administration of the Industrial Code. (Dated 22nd December, 1909.)

4. *Bekanntmachung Herzoglichen Staatsministeriums zur Ausführung der Vorschriften des Bundesrats über die Beschäftigung jugendlicher Arbeiter bei der Bearbeitung von Faserstoffen, Tierhaaren, Abfällen oder Lumpen, vom 8. Dezember, 1909.* Vom 23. Dezember, 1909. (Gesetz- und Verordnungsblatt, 1909; S. 505.)

Notification of the State Ministry of the Duchy for administering the Rules of the Federal Council relating to the employment of young persons in the preparation of fibres, hair of animals, cuttings, or rags, of 8th December, 1909.* (Dated 23rd December, 1909.)

8. PRINCIPALITY OF SCHWARZBURG-SONDERSHAUSEN.

1. *Ministerialbekanntmachung zur weitem Ausführung des Reichsgesetzes, vom 30. Mai, 1908, über Abänderung der Gewerbeordnung.* Vom 22. März, 1909. (Gesetzsammlung für das Fürstentum Schwarzburg-Sondershausen, 1909; S. 13.)

Ministerial Notification for the further administration of the Imperial Act of 30th May, 1908†, relating to the amendment of the Industrial Code. (Dated 22nd March, 1909.)

2. *Ausführungsverordnung zu der Bekanntmachung des Reichskanzlers vom 31. Mai, 1909, betr. die Einrichtung und den Betrieb von Steinbrüchen und Steinhauereien (Steinmetzbetrieben).* Vom 22. Juni, 1909. (Gesetzsammlung für das Fürstentum Schwarzburg-Sondershausen, 1909; S. 33.)

Order relating to the administration of the Notification of the Imperial Chancellor of 31st May, 1909‡, respecting the establishment and management of stone quarries and stone-cutting works (stone masonry works). (Dated 22nd June, 1909.)

3. *Ausführungsverordnung zu der Bekanntmachung des Reichskanzlers vom 8. Dezember, 1909, betr. die Beschäftigung jugendlicher Arbeiter bei der Bearbeitung von Faserstoffen, Tierhaaren, Abfällen oder Lumpen.* Vom 24. Dezember, 1909. (Gesetzsammlung für das Fürstentum Schwarzburg-Sondershausen, 1909; S. 67.)

Order relating to the administration of the Notification of the Imperial Chancellor of 8th December,* 1909, respecting the employment of young persons in the treatment of fibres, animal hair, cuttings, or rags. (Dated 24th December, 1909.)

4. *Ministerialbekanntmachung zur weiteren Ausführung des Reichsgesetzes vom 28. Dezember, 1908, betr. die Abänderung der Gewerbeordnung.* Vom 28. Februar, 1910. (Gesetzsammlung für das Fürstentum Schwarzburg-Sondershausen, 1910; S. 11.)

* Text, E.B. V., p. 75, No. 4.

† Text, E.B. III., p. 129, No. 1.

‡ Text, E.B. IV., p. 165, No. 1.

Ministerial Notification relating to the further administration of the Imperial Act of 28th December, 1908,* relating to the amendment of the Industrial Code. (Dated 28th February, 1910.)

9. PRINCIPALITY OF REUSS (ELDER LINE).

Regierungsbekanntmachung zur Ausführung der Bestimmungen des Bundesrats für eine fortlaufende Statistik der Milzbrandfälle unter Menschen. Vom 31. Dezember, 1909. (Gesetzsammlung für das Fürstentum Reuss Aelt. L., 1909; S. 43.)

Government Notification for carrying out the Regulations of the Federal Council for regular statistics of cases of anthrax in men. (Dated 31st December, 1909.)

10. FREE HANSE TOWN OF LUBECK.

1. *Verordnung betr. den Schutz der Bauarbeiter gegen Gefahren für Leben und Gesundheit. Veröffentlicht am 13. Januar, 1909. (Gesetz- und Verordnungsblatt der freien und Hansestadt Lübeck, 1909; S. 6.)*

Order relating to the protection of workmen in the building trade against dangers to life and health. (Issued 13th January, 1909.)

2. *Verordnung betreffend die Sonntagsruhe im Bäckergewerbe. Veröffentlicht am 15. Mai, 1909. (Gesetz- und Verordnungsblatt der freien und Hansestadt Lübeck, 1909; S. 125.)*

Order relating to Sunday Rest in the baking industry. (Issued 15th May, 1909.)

The rule contained in the Order of 1st April, 1895, relating to Sunday rest in industrial undertakings is hereby amended as follows, in so far as it refers to the baking industry:—

(1) The workers may be employed for a period of 8 hours on all Sundays and holidays, with the exception of the three high festivals, for which special rules are issued.

Proviso: To every worker there shall be accorded on every Sunday and festival a continuous rest of 16 hours. The commencement of this period of rest shall be reckoned from 12 o'clock at night at the earliest and from 8 o'clock in the morning at the latest. In other respects the rules shall remain unchanged.

11. FREE HANSE TOWN OF BREMEN.

1. *Bekanntmachung der Medizinalkommission. betr. die Arbeitsruhe in den Apotheken. Vom 13. Mai, 1910. (Gesetzblatt der Freien Hansestadt Bremen, 1910; S. 18.)*

Notification of the Sanitary Board relating to the times of rest for workers employed in chemists' shops. (Dated 13th May, 1910.)

2. *Verordnung betreffend den 8-Uhr-Ladenschluss in der Stadt Vegesack. Vom 31. Juli, 1910. (Gesetzblatt der Freien Hansestadt Bremen, 1910; S. 27.)*

Order relating to the closing of shops at 8 o'clock in the Town of Vegesack. (Dated 31st July, 1910.)

* Text, E.B. III., p. 335. No. 3.

3. *Bekanntmachung betr. die Beschäftigung von jugendlichen Arbeitern und von Arbeiterinnen.* Vom 31. August, 1910. (Gesetzblatt der Freien Hansestadt Bremen, 1910 ; S. 31.)

Notification relating to the employment of young persons and women. (Dated 31st August, 1910.)

4. *Verordnung betreffend den Hafeninspector der Stadt Bremen.* Vom 9. Dezember, 1910. (Gesetzblatt der Freien Hansestadt Bremen, 1910 ; S. 41)

Order relating to the Harbour Inspector of the Town of Bremen. (Dated 9th December, 1910.)

5. *Verordnung betreffend den 8-Uhr-Ladenschluss in der Stadt Bremerhaven.* Vom 25. Dezember, 1910. (Gesetzblatt der Freien Hansestadt Bremen, 1910 ; S. 46.)

Order relating to the closing of shops at 8 o'clock in the Town of Bremerhaven. (Dated 25th December, 1910.)

6. *Verordnung wegen Aenderung der Verordnung, betr. den 8-Uhr-Ladenschluss in der Stadt Bremerhaven.* Vom 31. Dezember, 1910. (Gesetzblatt der Freien Hansestadt Bremen, 1910 ; S. 50.)

Order with reference to the amendment of the Order relating to the closing of shops at 8 o'clock in the Town of Bremerhaven. (Dated 31st December, 1910.)

12. FREE HANSE TOWN OF HAMBURG.

Bekanntmachung betr. die Beschäftigung von jugendlichen Arbeitern und Arbeiterinnen. No. 2. Vom 2. Febr., 1910. (Hamburgische Gesetzsammlung, 1910, I, 4.)

Notification relating to the employment of young persons and women. No. 2. (Dated 2nd February, 1910.)

II. Austria

1. *Kundmachung betr. das Internationale Uebereinkommen vom 26 September, 1906,* betr. das Verbot der Nachtarbeit der in der Industrie beschäftigten Frauen.* Vom 1 Februar, 1911. (Reichsgesetzblatt 1911, XXIX. Stück, S. 171.

Notification relating to the International Agreement of 26th September, 1906,* respecting the prohibition of the night-work of women in industrial occupations. 1st February, 1911.

The Agreement above referred to is hereby notified, after ratification by both Houses of the Reichsrat, with the additional note that the whole of the States included in the Agreement, excepting Denmark and Spain, have, up to 14th January, 1910, ratified or notified their adhesion, and that on the basis of an understanding arrived at between these States and notified by Circular of the Swiss Federal Council of 25th July, 1910,† to the Imperial and Royal Ministry for Foreign Affairs, the periods fixed in §§8 and 11 for the enforcement and duration of the Agreement are to be reckoned from the 14th January, 1910, onwards.

* Text E.B. I., p. 272.

† Text E.B. V., p. xlix.

2. *Gesetz betr. das Verbot der Nachtarbeit der Frauen in industriellen Unternehmungen.* Vom 21 Februar, 1911. (Reichsgesetzblatt, 1911, XXIX. Stück, S. 179.)

Act relating to the prohibition of the night-work of women in industrial undertakings. 21st February, 1911.

1. In the case of industrial undertakings where more than ten workers are employed, no women or girls, of whatever age, except in the special cases indicated hereunder, shall be employed at night, that is to say, during the hours between 8 p.m. and 5 a.m. The time set apart for night rest, in the case of all such female workers, shall amount to at least eleven consecutive hours.

Should the eight-hour shift be in force in the industries referred to in the foregoing paragraph, the uninterrupted period of eleven hours' night rest, of those workers who have already completed their sixteenth year, may alternatively commence at, or before, 10 p.m.

2. Under this Act shall be included all industrial premises in which, for purposes of trade, the production of articles of commerce, or the manufacture or working up of materials is carried on, including building operations, but excluding primary production (Urproduktion) in agriculture and forestry, as also mining for reserved minerals, the regulation of which latter is under a special Act.

Inns and public-houses shall not be regarded as industrial undertakings within the meaning of this Act.

The Minister of Commerce, in agreement with the Minister of Agriculture, is empowered to fix by order the precise limits between industry on the one hand, and primary production in agriculture and forestry on the other hand.

3. In unforeseen cases of interruption of work, and those which are not of a periodically recurring character, and which, as the results of natural occurrences or misfortunes, are to be ascribed to *force majeure*, the provision of §1 with reference to those female workers who have already completed their eighteenth year, may be dispensed with. The commencement of employment by night of such female workers, on any work that may have become necessary, shall be notified, without any delay, to the proper political authority of first instance. Should the employment exceed eight days in duration, the consent of the political authority of first instance shall be necessary, which consent, however, shall not be accorded for more than four weeks.

4. The Minister of Commerce, after consultation with the Chambers of Commerce and Industry, may indicate by order those categories of industrial undertakings in which, during the working-up of raw material or the treatment of substances which are subject to very rapid deterioration, the provisions of §1 for female workers whose ages have exceeded the limit of eighteen years shall not apply, where this may be necessary to prevent the otherwise unavoidable loss of the said material.

5. The duration of the uninterrupted night rest, fixed in §1, in the case of those branches of industry (season industries) which are affected by the seasons, and where extraordinary conditions arise in any of the undertakings falling under this Act, may be reduced to ten hours for a maximum of forty days in the year, and this night rest may be modified and made to commence at 10 o'clock in the evening for such female workers whose ages exceed the limit of eighteen years. Should it be intended to utilise this power for more than three successive days, the consent of the political authority of first instance shall be requisite for the purpose. In other cases, notification to the said authority will be sufficient.

6. The provisions of the Industrial Code with respect to the working hours and night-work of workers (*Hilfsarbeiter*) in the respective trades, are only affected by the provisions of this Act in so far as it imposes further limitations upon the employment of female workers.

7. All infringements of the provisions of this Act shall be punishable as an infringement of the Industrial Code, in accordance with the provisions imposed by the latter, and the corresponding provisions of the Industrial Code shall be applied here, also with respect to the competent authorities and the manner of procedure.

8. This Act shall come into force on 1st August, 1911.

The Order of the Minister of Commerce, in agreement with the Minister of the Interior, of 27th May, 1885 (R.G.Bl., No. 86), permitting, in §7, in the case of sugar refineries, an exception from the prohibition of the employment of female workers on night-work, imposed by §96 b of the Act of 8th March, 1885 (R.G.Bl., No. 22), shall remain in force up to the end of 1914.

9. The execution of this Act is entrusted to my Minister of Commerce, in agreement with my other Ministers concerned therein.

3. *Erlass des Handelsministeriums betr. Eisenbahnbegünstigungen für Heimarbeiter.* Vom 3 März, 1911. (Soziale Rundschau, 1911, I. 802.)

Decree of the Ministry of Commerce relating to privileges for home workers in railway travelling. (3rd March, 1911.)

In accordance with the tariff for passengers on the Imperial and Royal Austrian State Railways, Part II., Vol. 1, §III., G.I.A., (10), the privileged fares mentioned in (10) shall also be extended to those persons who prove that they are furnished with a certificate of an industrial authority, to the effect that they are home-workers and furnished with the workman's certificate of identity, when travelling for the purpose of receiving materials and delivering articles of produce, from the station nearest to the worker's place of residence to the station nearest to the employer's establishment, or *vice versa*.

In agreement with the Imperial and Royal Ministry of Railways, the Imperial and Royal Political Provincial Authority is notified, for its own information and for the necessary information of the sub-authorities, that the industrial authority of the place of residence of the worker (home-worker) is required to supply the above certificate of the industrial authority just mentioned.

4. *Verordnung des Handelsministers im Einvernehmen mit dem Minister des Innern, betr. die Errichtung eines eigenen Gewerbeinspektorates für die Bauarbeiten in Wien, Nr. 105.* Vom 7 Mai, 1901. ((Reichsgestzblatt für die im Reichsrath vertretenen Königreiche und Länder, 1911, XLVI. Stück, S. 401; Soziale Rundschau, 1911, I., 924.)

Order of the Minister of Commerce in agreement with the Minister of the Interior relating to the establishment of a special industrial inspectorate for the building industry in Vienna. (No. 105. Dated 7th May, 1911.)

1. In pursuance of §4 of the Act of 17th June, 1883 (R.G.Bl., No. 117), relating to the appointment of industrial inspectors, the execution of building operations, earthworks, and water supply works in the whole of the communal district of Vienna shall be removed from the control of the industrial inspectors of those districts in which the respective undertakings occur, in accordance with the division, for the time being, of the districts of control

of the industrial inspectorate, and a special industrial inspectorate for building operations, with its central office in Vienna, shall be established for the superintendence of the said operations.

2. All the building operations, earth-works, and water-works in the whole of the communal district of Vienna shall come under the supervision of this industrial inspectorate, where not subject to another special industrial inspectorate, in pursuance of legal provisions; and such works shall include all building operations connected with them, in so far as the latter are executed outside the fixed workshops of the respective employers of such undertakings.

3. It shall be reserved to the Minister of Commerce, in agreement with the Minister of the Interior, in the interests of uniformity in arrangements for safety in building operations, to extend the scope of this industrial inspectorate to building undertakings outside the communal district of Vienna also.

4. These regulations shall come into force on 1st July, 1911.

5. *Verordnung des Handelsministers im Einvernehmen mit dem Minister des Innern, womit die im Reichsrat vertretenen Königreiche und Länder in 42 Aufsichtsbezirke für die Amtshandlungen der k.k. Gewerbeinspektoren eingeteilt werden. Nr. 109. Vom 7 Mai, 1911. (Reichsgesetzblatt für die im Reichsrat vertretenen Königreiche und Länder, 1911, XLVII, Stück, S. 403; Soziale Rundschau, 1911, I. 924.)*

Order of the Minister of Commerce in agreement with the Minister of the Interior, by which the kingdoms and provinces represented in the Reichsrat are divided into 42 inspection districts for the purposes of industrial inspection. (No. 109. Dated 7th May, 1911.)

1. In pursuance of the Act of 17th June, 1883 (R.G.Bl., No. 117), relating to the appointment of industrial inspectors, the kingdoms and provinces represented in the Reichsrat shall be divided into 42 districts of inspection, for each of which the area is fixed as follows:—

(Enumeration of the 42 Inspection Districts.)

2. For each of these inspection districts there shall be an industrial inspectorate. Their central offices shall be at—

(Enumeration of the central offices of the industrial inspectorate.)

3. The control of each of the before-mentioned inspectorates shall extend, in principle, over all the industrial undertakings existing in the district of inspection, and shall embrace all official matters legally connected with the service of industrial inspection. In the four districts of inspection into which the communal district of Vienna is, at present, divided, special instructions required in the interests of uniformity may, however, be given by the Minister of Commerce in agreement with the Minister of the Interior, to one of the industrial inspectors appointed for this locality, with a view to the final settlement of any question.

4. Apart from the above-mentioned territorial industrial inspectorate, there shall be, in compliance with §14 of the Act of 11th June, 1901 (R.G.Bl. No. 66), an industrial inspectorate for the construction of water-ways and the enforcement of river regulations in the territory of the office of the Imperial and Royal Controllorship of the Construction of Waterways in Prague, with the central office in Prague, and, in compliance with the Ministerial regulations of 7th May, 1911 (R.G.Bl. No. 105),* an industrial inspectorate for building operations in Vienna, with a central office in Vienna. The inspection district of the same shall be regulated by special provisions.

* Text E.B. VI., p. 120, No. 4.

5. In addition, the Imperial and Royal Inspector of Inland Navigation, in compliance with §4 of the Act of 17th June, 1883 (R.G.Bl. No. 117), shall act as special industrial inspector for the shipping trade on home waters in the whole of the area to which the above-mentioned Act applies, and in compliance with §1 of the Act of 27th August, 1892 (R.G.Bl. No. 158), an official of the Imperial and Royal Central Inspectorate of Industries, as industrial inspector for the carrying out of the public traffic arrangements in Vienna, both of these with a central office in Vienna.

6. This order shall come into force on the 1st August, 1911, at which time the Ministerial Regulations of 6th April, 1909* (R.G.Bl. No. 66), respecting the division of the districts of control of the Imperial and Royal Inspectors of Industries, shall cease to be in force.

6. *Kundmachung des Ministeriums für öffentliche Arbeiten im Einvernehmen mit dem Finanzministerium, mit welcher in Gemässheit des §15 des Gesetzes vom 22. Dezember 1910,† (R.G.Bl., Nr. 242), betr. die Errichtung eines Wohnungsfürsorgefonds, das Statut für den mit §1 dieses Gesetzes errichteten Wohnungsfürsorgefonds veröffentlicht wird.* Nr. 113. Vom 14. Juni 1911. (Reichsgesetzblatt für die im Reichsrate vertretenen Königreiche und Länder, 1911, XLVIII; Stück, S. 408; Soziale Rundschau, 1911, I., 961.)

Notification of the Ministry of Public Works, in agreement with the Ministry of Finance, issuing, in accordance with §15 of the Act of 22nd December, 1910† (R.G.Bl., No. 242), relating to the formation of a Fund for the provision of dwellings, the Rules of the Fund formed in pursuance of §1 of this Act. (Dated 14th June, 1911. No. 113.)

7. *Verordnung des Handelsministeriums im Einvernehmen mit dem Ministerium des Innern, betr. die Gestattung der Nacharbeit von Frauenspersonen bei einzelnen Kategorien von industriellen Unternehmungen.* Vom 29. Juli, 1911. (Reichsgesetzblatt für die im Reichsrate vertretenen Königreiche und Länder, 1911, LXI., 481.)

Order of the Ministry of Commerce, in agreement with the Ministry of the Interior, relating to the permission for night-work by women in certain categories of industrial undertakings. (Dated 29th July, 1911.)

1. In pursuance of §4 of the Act of 21st February, 1911‡ (R.G.Bl., No. 65), or §96b of the Industrial Code (Act of 8th March, 1885; R.G.Bl., No. 22), the prohibition, applying to industrial undertakings employing more than ten persons or, as the case may be, to industrial undertakings conducted like a factory, of the employment of women on night-work in dairies and industries for the production of preserved food when preparing raw materials subject to a very rapid deterioration and when manipulating such materials, is hereby abrogated, so far as it relates to the employment of women who have passed their eighteenth year, and in so far as night-work is necessary for preventing the otherwise unavoidable loss of the above-mentioned materials. Moreover, in this case the granting of a continuous night rest of at least 11 hours for the above-mentioned persons may be dispensed with.

In industrial undertakings carried on as factories, the whole period of employment in the 24 hours for women shall not, in accordance with §96, paragraph 4, of the Industrial Code, exceed the legal limit (§96a, paragraph 1, of the Industrial Code).

* Title E.B. IV., p. 182.

† Text, E.B. VI., p. 22, No. 9.

‡ Text E.B. VI., p. 119.

2. This Order shall come into force on the 1st of August, 1911. On the same day the permission accorded in §1 of the Ministerial Order of the 27th of May, 1885 (R.G.Bl., No. 84), to silk-spinning mills to employ women on night-work in works where more than 10 workers are employed, shall cease to apply; and at the same time also those provisions in §1 of the Ministerial Order of the 27th of May, 1885 (R.G.Bl., No. 86) and of §1 of the Ministerial Order of 12th February, 1906,* (R.G.Bl., No. 33), by which the employment of women at night in certain categories of industrial undertakings carried on as a factory was permitted, shall cease to apply. The exception from the prohibition of night-work by women, accorded in §1 (7), of the Ministerial Order of 27th May, 1885 (No. 86) for raw sugar factories, shall alone, in accordance with §8 of the Act of 21st February, 1911† (R.G.Bl., No. 65), remain in force until the end of 1914.

III. Belgium

1. *Arrêté Royal du 30 juin, 1910, fixant pour l'exercice 1909, la colisation au fonds de garantie institué par la loi du 24 décembre, 1903, sur la réparation des dommages résultant des accidents du travail.* (Revue du Travail, XV., p. 800.)

Royal Order dated June 30th, 1910, establishing, for the financial year 1909, the distribution of guarantee funds instituted by the Act of 24th December, 1903, in respect of compensation for injuries resulting from industrial accidents.‡

2. *Arrêté Royal du 20 juillet, 1910, sur la vente, le transport et l'emploi de la céruse en poudre, en morceaux ou en pains, destinée à des usages autres que les travaux de peinture.* (Revue du Travail, XV., p. 835.)

Royal Order dated 20th July, 1910, relating to the sale, carriage, and use of white lead in powder, lumps, or cakes, intended for purposes other than painting work.

1. The sale, carriage, and employment of white lead in the form of powder, lumps, or cakes shall be subject to the regulations hereafter indicated.

2. *Sale.*—White lead in the form of powder, lumps, or cakes shall only be sold for delivery in Belgium as the result of an order from a buyer authorised to use this article, in accordance with the provisions of §8 of the present Order.

The order shall be given in writing, and in a form established by Ministerial Order. It shall bear a certificate to the effect that the white lead ordered will not be used for painting work.

3. White lead in powder, lumps, or cakes shall only be conveyed outside the factories and grinding works in receptacles of such a kind as to prevent all loss of the article during handling.

The receptacles shall be branded with the trade mark of the supplier. They shall also bear the gross and nett weight as well as the inscription: "White lead in powder" (or "in lumps," or "in cakes" as the case may be).

Nevertheless, with regard to white lead forwarded direct abroad, the trade mark labels of the supplier may be substituted by labels bearing a conventional mark, notification of which shall have been previously given by the supplier to our Minister of Industry and Labour.

* Text, E.B. I., pp. XVII., 12.

† Text E. B. VI., p. 119.

‡ Text F.B. II., p. 554.

4. *Carriage*.—All carriage of white lead in powder, in lumps, or in cakes to one of the establishments where its employment is authorised shall be accompanied by a permit for its circulation, drawn up by the supplier in accordance with the form to be fixed by Ministerial Order.

5. *Importation*.—White lead in powder, in lumps, or in cakes imported into Belgium shall remain in charge of the Customs authorities (in bond) of the place to which it is imported, up to the moment when the permit for circulation, required for its transport into Belgium, shall, on demand of the consignee, have been delivered by the official appointed for this purpose by our Minister of Industry and Labour.

6. *Export*.—White lead in powder, in lumps, or in cakes, exported from Belgium, shall be accompanied as far as the export Custom House by the permit specified in §4 above. This permit, *viséd* by the Customs Authorities for passing the Belgium frontier, shall be transmitted by the said Administration to the Ministry of Industry and Labour.

7. *Transit*.—No authorisation shall be required for the dispatch in direct transit under regulations of Customs escort, of white lead in powder, in lumps, or in cakes. In this case it shall not be permissible, unless by special authorisation of the Ministry of Industry and Labour, to dispense with the transit regulations for consumption.

8. *Authorisation*.—Any person who shall give proof of the necessity of his employing white lead in powder, in lumps, or in cakes shall be able to obtain from our Minister of Industry and Labour the necessary authorisation for this purpose. This temporary and revocable authorisation shall be subject to observance of the conditions considered necessary for preventing the dangers and inconveniences which might arise from the handling of this product.

9. *Penalties*.—Infringements of the provisions of the present Order shall be punished by penalties imposed by the aforementioned law of 20th August, 1909* without prejudice to any penalties which may eventually be incurred under the head of infringements of Customs regulations.

10. Government delegates for the inspection of work are empowered to notify infringements by reports which shall be regarded as valid until there is proof to the contrary.

A copy of the report shall be sent to the infringer within forty-eight hours, otherwise it shall have no effect.

11. Our Minister of Industry and Labour shall be entrusted with the enforcing of the present Order, which shall come into force on 2nd September, 1910.

3. *Arrêté ministériel du 25 juillet, 1910, concernant le bulletin de commande et le passavant de circulation prévus aux articles 2 et 4 de l'arrêté Royal du 20 juillet, 1910* (2). (Revue du Travail, XV., p. 837.)

Ministerial Order dated 25th July, 1910, concerning the order form and the permit of circulation provided in §2 and §4 of the Royal decree dated 20th July, 1910.†

4. *Arrêté Royal du 25 juillet, 1910, sur l'emploi de la céruse dans les travaux de peinture en bâtiment*. (Revue du Travail, XV., p. 894.)

Royal Order dated 25th July, 1910, concerning the use of white lead in builders' painting operations.

* Text E.B. IV., p. 286.

† Text E.B. VI., p. 123, No. 2.

1. In builders' painting operations, the use of white lead, as well as the scraping and pumicing of surfaces painted or coated with white lead, shall be subject to the following regulations :

Regulations Imposed on Masters or Foremen of Works.

2. Masters or foremen of works shall only use white lead in the form of paste, ground and kneaded in oil.

3. The handling of white lead in this form shall be carried out in such a way as to avoid contact of the material with the hands, as well as the production of splashes.

Masters or foremen shall provide the workmen with the necessary materials for this purpose.

4. Masters, clerks of works, or their deputies shall see to it that the material and the tools in general are properly kept.

5. Dry scraping and dry pumicing of the surfaces painted and coated with white lead is prohibited.

6. Masters, clerks of works, or their deputies shall see to it that the workmen who have to carry out the operations mentioned in §1 of the present Order wear clothes and head-coverings which are exclusively kept for the work.

The ordinary clothes which the workmen remove when starting work shall be protected from poisonous dust.

7. The master or clerk of works shall keep, at the disposal of the workmen, in the work yards as well as in the factories, water, with all accessories necessary for rinsing the mouth, for washing the face and hands with soap, together with a supply of towels.

Masters, clerks of works, or their deputies shall see to it that their workmen act as above, before taking food or drink, and before leaving the workshops or workyards.

The food taken into the workshops or carried into the workyards shall be enclosed in boxes or wrapped up very closely till the moment the meal is taken.

8. Masters or clerks of works shall have the staff employed in the works mentioned in the first Section of the present Order, examined every three months by a medical man approved of by the Ministry of Industry and Labour.

The charges for the said examinations, fixed by Ministerial decree, shall be paid by the masters or clerks of works.

The masters or clerks of works shall definitely remove from contact with all work which would render them liable to poisoning such workmen as are already affected with lead poisoning, and any who may show recurring symptoms of acute poisoning.

They shall remove temporarily those whose general state of health is bad at the time of examination.

They shall give a special register in accordance with the specimen supplied by the Administration, on which the medical man appointed shall record the results arrived at in the course of his examinations. This register shall be shown to the officials appointed by the Authorities, whenever requested.

Masters or clerks of works shall not employ workmen addicted to drink ; they shall forbid the introduction and consumption of spirituous drinks in the workshops or working places.

Regulations Imposed on Workmen.

9. Workmen entrusted with the handling of white lead ground and kneaded into paste shall perform the work in such a manner as to prevent any contact of the material with the hands, as well as the production of splashing.

10. The workmen are prohibited from dry-scraping and pumicing of surfaces which are painted or coated with white lead.

11. Workmen having charge of the operations mentioned in §1 of the present Order shall wear a suit and head-covering set apart exclusively for the work. They shall be kept in a proper state of cleanliness and be discarded before leaving the factories or working places.

Workmen shall see that all the clothes which they remove when starting work are protected from the influence of poisonous dust.

12. Before partaking of food or drink, and before leaving the factories or yards, workmen shall rinse their mouths, as well as wash their hands and faces with soap.

The food brought into the works or carried to the yards shall be enclosed in boxes or covers, which must be kept closed until meal-times.

13. Workmen shall keep, in a good state of cleanliness, the materials and tools which are entrusted to them.

14. No workmen shall bring into and consume in the works or yards spirituous drinks.

15. Workmen shall hold themselves in readiness to undergo the medical examinations provided by §8 of the present Order.

General Provisions.

16. Infringements of the provisions of the present Order shall be punished by a fine of 26 to 100 francs.

17. In the case of a second offence within the twelve months following a sentence incurred by virtue of the present Order, the minimum of the fine shall be 100 francs and the maximum 1,000 francs.

18. Chapter VII. and §85 of the first book of the Penal Code shall apply to the infringement contemplated above.

19. Labour Inspectors and deputies for the inspection of works shall be responsible to see that the present Order is carried out.

They shall notify infringements by reports, which shall be considered reliable unless proved to the contrary.

A copy of the report shall be handed to the offender within forty-eight hours, otherwise it shall be null and void.

20. The present Order replaces the one dated May 13th, 1905,* from 2nd September, 1910.

21. [Ministers responsible.]

5. *Arrêté Royal du 7 septembre, 1910, sur la sécurité du travail dans les ports ; revision de l'article 32 de l'arrêté Royal du 20 novembre, 1906 (1).*

Royal Order dated 7th September, 1910, relating to safe working conditions in harbours ; revision of §32 of the Royal Order dated 20th November, 1906.†

1. §32 of the Royal Order mentioned above is hereby re-drafted as follows : " §32. Installations and lighting apparatus used in the places mentioned in the preceding Section shall be fitted, arranged, and maintained in such a way as to give every desirable guarantee of safety.

* Text G.B. IV., S. 198, No. 1.

† Text E.B. I., p. 418.

"Should the illumination be by means of paraffin or any other oil or mineral spirit, measures shall be taken to avoid falling, upsetting, and explosion of the lamps, as well as leakage of the liquid; care shall be taken that the lamps are strong enough, their containers shall be closed by means of screwed stoppers, and their burners, through which the wicks pass, shall be provided with an arrangement preventing leakage of oil."

6. *Arrêté ministériel du 14 septembre, 1910, pris en exécution de l'article 8, alinéa 5, de l'arrêté Royal du 25 juillet, 1910, concernant l'emploi de la céruse dans les travaux de peinture en bâtiments.* (Revue du Travail, XV., p. 1127.)

Ministerial Order dated the 14th September, 1910, drawn up in pursuance of §8, par. 5, of the Royal Order dated 25th July, 1910,* concerning the use of white lead in builders' painting operations.

7. *Arrêté Royal du 5 novembre, 1910, sur la fabrication de la céruse et autres composés de plomb (salubrité des ateliers et sécurité des ouvriers).* (Revue du Travail, XI., p. 1335.)

Royal Order dated 5th November, 1910, relating to the manufacture of white lead and other lead compounds. (Healthy condition of workshops and safety of workmen.)

1. The manufacture of white lead, lead oxides (massicot, litharge, minium), and of lead chromates shall be subject to the general conditions and respectively to the special conditions provided by the present prescription.

PART I.—MEASURES IMPOSED UPON MASTERS AND CLERKS OF WORKS.

2. *General Conditions.*—(1) All operations shall be effected in roomy, well-ventilated places, which shall be directly and sufficiently illuminated by daylight.

(2) The pavements shall be water-proof, smooth, and shall be kept in good condition. In the various storeys shall be provided stiff supports, to avoid possible vibrations caused by the working processes.

(3) Every day, after ceasing work, the workshop floors, apparatus, and utensils shall be thoroughly cleaned with a hose. At the end of each week, the walls, timberwork, etc., and, generally, all spots where the lead-containing dusts are likely to settle, shall be washed.

All dry-cleaning is strictly forbidden.

(4) In the course of all handling of lead compounds, the necessary measures shall be taken to avoid contact of the hands with these products, the production of dusts, as well as any projection of these materials.

(5) The handles of tools and all objects which are necessarily used by the workmen shall be kept in a perfect state of cleanliness.

(6) The thorough collection of dust in a chamber of sufficient dimensions shall be ensured before the air drawn in by the fans is allowed to escape into the open air.

(7) Before entering the workshop, workmen shall be required to put on a working suit protecting them from plumbiferous dust and splashes. This suit shall preferably be a long narrow blouse fitting closely round the neck and body. This suit shall be washed at least once every week.

* Text E.B. VI., p. 124.

(8) A special room separated from the workshops shall serve the purpose of a cloak-room. Each workman shall have at his disposal two pegs, one for his ordinary clothes, the other for his working clothes.

(9) In the same room or in a communicating room lavatory basins shall be provided, with fresh running water. The workmen shall be supplied with soap, nail brushes, clayey sand, and clean towels.

The installation shall at least include (a) a numbered towel and drinking glass per workman, as well as a lavatory basin for every two workmen; (b) a shower bath provided with all necessary requirements per five workmen.

(10) Before each meal, either in or outside the works, the workmen shall discard their working clothes, properly wash the hands, face, and neck, rinse the mouth, and remove all dust from the hair. They shall further take a tepid shower-bath every evening before leaving the works.

(11) A special room, provided with tables and seats, as well as an apparatus for warming food, shall serve as a dining room.

(12) All sanitary arrangements mentioned above shall be kept very clean, in good condition, well ventilated, and heated in winter to a temperature of at least 18 degrees C.

(13) Workmen shall not be allowed to deposit food, or to drink and eat in the works, except in the dining room.

(14) Manufacturers shall cause all workmen engaged in the manufacture of lead compounds to be examined monthly by a medical man approved of by the Minister of Industry and Labour.

The charges for the monthly examination, scheduled by Ministerial Order, shall be paid by the manufacturers.

All workmen affected with chronic lead poisoning, and those who show returning symptoms of acute poisoning, shall be definitely kept away from work which would render them liable to poisoning.

All workmen whose general state of health shall be found bad at the time of examination shall be kept temporarily away.

Manufacturers shall keep a special register in accordance with the specimen supplied by the Administration, and in which the appointed doctor shall record the statements made in the course of his monthly examinations. This register shall be shown to the officials appointed by the Authorities, whenever requested.

(15) Manufacturers shall not employ workmen addicted to drink; they shall forbid the introduction and consumption of spirituous liquors in the factories or yards.

3. *Special Regulations : A.—Relating to the Manufacture of White Lead :*

(1) Melting of lead shall take place in a special room, under a hood erected in such a manner as to protect the founder against all fumes.

During the running of the lead, the hood shall have an opening only sufficient for this operation. Except during the time of casting, as well as during the re-casting of grids, fins, scrap, etc., it should be possible to close it completely, or to lower it to the mouth of the mould. A machine fan shall ensure complete and permanent exhaustion of fumes from beneath the hood during the whole of the time of melting.

(2) The necessary measures shall be taken for the removal of grids, fins and rubbish without producing dust. If necessary, these grids, fins, or each layer of rubbish shall be sufficiently damped.

(3) Picking, cleaning, and sifting by hand is prohibited.

(4) In the course of all handling of white lead, the necessary precautions shall be taken to prevent any contact of the hand with this material, as well as all splashing of this material.

(5) Mechanical cleaning and crushing machines which are not submerged in water, shall be enclosed in metal casings which close perfectly and are connected up to suction pipes of high vacuum and arranged so as to prevent the plumbiferous dust from scattering about.

This apparatus shall only be opened after the dust has completely settled; this shall, if necessary, be ensured by a jet of steam or atomised water.

(6) From the scraping of the grids till the final grinding under water, the white lead shall be conveyed from one apparatus to another by means of mechanical arrangements.

(7) Workmen shall not be allowed to enter the drying ovens for the purpose of withdrawing the dry white lead before these have been sufficiently ventilated and shall have cooled down.

(8) The grinding of the cakes of white lead shall be mechanically effected, and the crushing, grinding, and sieving apparatus shall be erected in such a way as to allow the white lead to pass automatically from one apparatus to the other. This apparatus, erected in a special room, shall be provided with metal casings, kept in good condition, so that the smallest amount of white lead may not escape. They shall be provided with mechanical suction fans, and shall not be opened before the complete settlement of the pulverised material.

(9) The barrelling of dry white lead shall be mechanically effected by means of arrangements, so that no escape whatever of dust may take place.

(10) White lead powder shall be conveyed to the loading hopper of the oil-crushing machine by means of an arrangement thoroughly preventing any production of dust. The hopper shall be covered with a casing, which in turn shall be connected up to a suction pipe. During the whole time of working, the air in the casing shall be drawn off by means of a high vacuum suction fan.

(11) The mixing of the dry white lead with oil, as well as the first transport of the same, shall be effected in hermetically-closed apparatus. From this apparatus the white lead in paste shall be automatically conveyed to the different crushing cylinders.

B.—Relating to the Manufacture of Lead Oxides: Massicot, Litharge, Minium :—

(1) The ovens shall be erected either in the open air or in spacious and well-ventilated positions.

(2) The necessary precautions shall be taken so that during the operations of mixing and withdrawing from the ovens the workmen shall not be exposed to vapours and dust. Should the ovens not be erected in the open air, suction hoods of high vacuum shall be arranged above the doors.

(3) When diluting with water, crushing, and withdrawing the massicot from the storage vessels, all contact of the lead oxide with the hands shall be avoided, and the necessary precautions shall be taken to prevent splashing.

(4) The pulverisation and sieving shall be effected in hermetically-closed apparatus, which shall not be opened until a sufficiently prolonged rest has enabled the dust to settle completely.

(5) Decanting, barrelling, and heaping-up operations shall be done with all necessary precautions so as to avoid completely the dissemination of dust.

C—Concerning the Manufacture of Lead Chromate and Colours contained therein.

(1) In all operations by wet process, the necessary measures shall be taken so that workmen shall be able to avoid touching the material with the hands, and shall be protected from splashes.

(2) Pulverisation, screening, heaping-up, and packing shall be done under such conditions as to prevent any escape whatever of dust. Such operations shall be carried on either under suction hoods of high vacuum or in hermetically-closed apparatus which shall only be opened after a rest sufficiently long to allow the dust to settle completely.

4. Independently of the regulations drawn up as above, the special object of which shall be the prevention of lead poisoning, white-lead manufacturers shall be compelled to adopt the measures indicated below, in order that their business shall not be objectionable to others.

(1) The rubbish heaps and dustbins shall not be situated close to dwellings of third parties.

The necessary precautions shall be taken to prevent contamination of water in neighbouring wells by liquids containing organic substances from the rubbish heaps.

(2) No water containing plumbiferous compounds in suspension or solution shall be allowed to soak into the ground or to be discharged outside the building, except into public sewers.

(3) All combustible matter shall be removed from the drying rooms.

PART II.—REGULATIONS IMPOSED UPON WORKMEN.

5. Workmen employed in white lead or lead oxide factories, as well as those working in factories manufacturing lead chromate and colours containing this product, shall be compelled to conform strictly to the following Regulations :—

(1) Workmen shall maintain in a perfect state of cleanliness all tool handles and all other articles which they have to handle.

(2) Before entering the works, workmen shall put on a working suit protecting them from plumbiferous dust and splashes. This suit shall preferably be a long narrow blouse fitting closely round the neck and body. This suit shall be washed at least once a week.

(3) Workmen shall only be allowed to keep their clothes in the cloakroom.

(4) Before each meal taken either on or off the premises, workmen shall take off their working clothes, properly wash the hands, face and neck, rinse the mouth and remove all dust from the hair. They shall, further, take a tepid shower-bath every evening before leaving the works.

(5) Workmen shall deposit no food, neither shall they eat or drink, in any part of the premises except the dining-room.

(6) No workman shall introduce and consume spirits in the works.

(7) Workmen shall be compelled to submit to the medical examinations provided by §2 (14) of the present Order.

PART III.—GENERAL REGULATIONS.

6. Manufacturers shall be compelled to post up the regulations of the present Order in a prominent position in their workshops.

7. Labour inspectors and labour inspectors' deputies shall be responsible to see that the present Order is enforced.

They shall report infringements in reports, which shall be considered reliable unless proved to the contrary.

A copy of the report shall be handed to the offender within forty-eight hours, in default of which it shall be nullified.

8. *Penalties.*—In compliance with the Act dated 5th May, 1888, infringements of the present Order shall be punished by a fine of 26 to 100 francs, without prejudice, if necessary, to the application of the penalties provided by §§269 to 274 of the Penal Code.

In case of a second offence within the twelve months following the sentence incurred by virtue of the Act mentioned above, the minimum fine shall be 100 francs and the maximum 1,000 francs.

9. Book 1 of the Penal Code, without excepting Chapter VII. and §85, shall be applicable to the infringements mentioned above.

10. The present Order shall replace, from 1st January, 1911, the Royal Orders dated 31st December, 1894, and 17th November, 1902,* referring to the manufacture of white lead and other lead compounds.

8. *Arrêté royal du 3 décembre, 1910, sur l'application aux fabriques du sirop de l'article 5, alinéa 2, de la loi du 17 juillet, 1905, sur le repos du dimanche.* (Revue du Travail, XV., p. 1404.)

Royal Order dated 3rd December, 1910, relating to the application to syrup factories of §5, par. 2 of the Act dated 17th July, 1905,† in reference to Sunday rest.

1. Managers of syrup factories shall be authorised, if the work is organised by successive shifts, to extend the night shift work until 6 a.m. on Sunday morning. In such case, those working on this shift shall not resume work before Monday morning at the same time.

9. *Arrêté royal du 10 décembre, 1910, sur la sécurité et la santé des ouvriers dans les mines (Réglementation complémentaire).* (Revue du Travail, XV., p. 1405.)

Royal Order dated 10th December, 1910, regarding the safety and health of workmen in mines. (Supplementary regulation.)

[EXTRACTS.]

CHAPTER I.—*Regarding ways of access.*

CHAPTER II.—*Regarding pits and transport of the staff in the pits.*

34. After eight hours' work, the engineer shall not be allowed to convey any more people. Exception may be made on Sundays and other days of rest, when it shall be permissible to extend this period to twelve hours.

37. Children under sixteen years of age, conveyed by means of cages, shall always be accompanied by an older person capable of supervising them.

10. *Arrêté royal du 29 décembre, 1910, sur la durée de la journée de travail dans les mines. Application de l'article 26 de la loi du 31 décembre, 1909.* (Revue du Travail, XV., p. 1468.)

Royal Order dated 29th December, 1910, regarding the duration of the working day in mines. (Application of §17 of the Act dated 31st December, 1909.)‡

* Text G.B.I., S. 622, No. 3.

† Text G.B. IV., S. 194, No. 2.

‡ Text E.B. V., pp. XXVI., 95.

II. *Loi organique des conseils de prud'hommes.* 15 mai, 1910. (Revue du Travail, XV., p. 760.)

Codified Act relating to Trade Councils. (Dated 15th May, 1910.)

PART I.—REFERRING TO THE DUTIES AND INSTITUTION OF THE TRADE COUNCILS.

1. Trade Councils shall be established for the purpose of settling either by conciliation methods or, in default of conciliation, by judicial decision, the disputes relating to work arising :

either between the directors of the works, on one side, and their workpeople or employees on the other ;

or between the workpeople and employees.

In addition to their principal duties, the Trade Councils shall be responsible for the measures taken to safeguard the ownership of drawings and trade patterns.

They may also be summoned by the Government to give their advice on questions and projects relating to labour.

2. By principals of undertakings shall be understood those who, in the exercise of an industrial and commercial profession or a profession of industrial art, or also, in the quality of chemists, gardeners, or hairdressers, have generally one or several workmen or employees in their service.

Shall likewise be considered as principals of undertakings : the proprietors and owners of sea-fishing boats and, in general, all those whose profession it is to lend to workmen against a fixed price, to be paid either in money or in kind, the use of rooms or tools, or also power.

3. By "workmen" shall be understood those who generally undertake hand-work on behalf of a principal of an undertaking.

The workmen class comprises :

(1) apprentices ;

(2) works managers, foremen of gangs, foremen, overseers, overseers in mines and superintendents ;

(3) assistants, doorkeepers, packers, porters, watchmen, and other working people ;

(4) Artisans and, in general, all those who carry out on their own account an industrial profession or art industry, either by themselves or assisted only by members of their family living with them ;

(5) Guards, head-guards, booking clerks and inspectors employed on the main railways and canals, district railways, omnibuses and tramways ;

(6) Masters and crew enrolled on the list of the crew of a fishing vessel ; And, in general, all those who, in the exercise of an industrial occupation or industrial craft, do manual work at the charge of a single employer.

4. Shall be considered as employees those who are habitually engaged at the charge of the principal of an undertaking in an intellectual occupation, with the exception of :

(1) Those who in the capacity of head-manager, manager, director, or similar qualifications are placed at the charge of daily control of an undertaking ;

(2) Technical managers and commercial managers ;

(3) All officials whose annual remuneration exceeds 6,000 fr.

5. The definition of the term "principals of undertakings" does not apply to public concessionaires who exploit work monopolies.

The terms "workers" and "employees" do not include—

(1) persons occupied at the charge of a member of their family and residing with him ;

(2) domestic servants and other persons engaged in the service of the household of the principal of an undertaking himself, or in the service of his household employees.

6. No Trade Council may be formed except by an Act.

This Act shall fix the jurisdiction and, if necessary, limit the extent of it to one or more industrial or commercial occupations.

Otherwise, the organisation or each Trade Council shall be regulated by Royal Decree.

The District Councils of the Communes of the jurisdiction and the "députation permanente" (permanent deputation) of the Provincial Council shall be previously consulted.

7. Every Trade Council may be divided into two departments, one for workers and the other for employees.

There may likewise be formed within the circle of a Trade Council special departments, their scope of control being limited to one or more industrial or commercial occupations.

PART II.—COMPOSITION OF THE TRADE COUNCILS.

I. Trade Councils.

8. A Trade Council shall consist of at least six members ; each department shall consist of at least four members.

These numbers shall not include either the President or Vice-President, when they are appointed outside the Council, nor the assessor (assesseur) appointed to take part in the proceedings in the case provided for in §26.

The Councils and each department shall also include substitute members. These shall be at least four in number for each Council and two at least for each department.

9. The posts of Councillors and substitute Councillors shall be distributed among the various industries and in various trades followed in the jurisdiction. For this purpose, the Decree which regulates the composition of the Council shall group the industries and trades in classes, and shall fix the number of posts applicable to each.

10. The Trade Councillors shall be appointed by election.

They shall be elected in the proportion of one-half from among the principals of undertakings and one-half from among the workers and employees.

Where the Council is divided into two departments, each of them competent to settle disputes of workers and of employees, one department shall consist of principals of undertakings and of workers, in equal number, the other shall consist of principals of undertakings and employees.

In this case the Royal Decree indicated in the preceding Section shall determine according to the industry and trade carried on, the powers of those members who are principals of undertakings who belong to the two departments and those who only belong to one or the other.

The special departments the powers of which are limited to one or more industrial or trade occupations, shall consist in addition to the members who are principals of undertakings, either of workmen or of employees, or of workmen and employees.

11. Electors of either sex of thirty years of age, completed on the day fixed for the election, shall be eligible.

They shall be eligible under the heading of the class of the industry or trade to which they belong or have belonged.

12. In order to become an elector it shall be necessary :

(1) to possess the qualifications of a principal of an undertaking, or a worker or an employee, according to the definitions given above ;

(2) to be a Belgian or to become naturalised in the ordinary way ;

(3) to be over twenty-five years of age ;

(4) to have exercised, within the jurisdiction, during at least one year. an industry, a branch of commerce or trade, or to have been attached during the same period of time to an undertaking established within the jurisdiction.

The workers and employees who by reason of disease, accident, strike, lock-out, or involuntary cessation of work, have temporarily ceased their connection with an undertaking established within the jurisdiction shall, at all times, preserve their rights as electors.

13. Undertakings carried on by firms shall be represented as regards legal rights, on the electorate :

(1) in the case of a firm under a collective name, by each of the partners ;

(2) in the case of a firm consisting of sleeping partners, by each of the sleeping partners ;

(3) in the case of public companies, by those who, in the capacity of managing director, director, manager, or any other similar capacity, are responsible for the daily management of the undertaking, as also by the works and commercial managers ;

(4) in the case of co-operative societies or any other associations, by the managers or other persons entrusted with the management.

As regards concessionaries, railways, and canals, the electoral right shall be exercised both by the agent entrusted with the daily management of the working of the enterprise, and by the stationmasters.

14. Those who work for account of the principal of an undertaking, upon raw material or partially finished products which have been entrusted to them, and themselves employ one or more workmen, shall be considered, from the point of view of the electorate and of eligibility, principals of undertakings, if the number of their workmen shall exceed four, and shall otherwise be regarded as workmen.

15. The provisions of §§20-23 of the Electoral Code shall apply to elections for Trade Councils.

16. Principals of an undertaking who are in retirement, and former workmen or employers, may be called upon to serve on the Trade Councils, provided they possess the other qualifications required.

17. Principals of undertakings in retirement may never, either on a Council or on a Committee form more than one-fourth of the members who are principals of undertakings. This provision applies separately to full members of Trade Councils and their substitutes.

The following are subject to the same limitation :

(1) the proportion of former workmen in relation to the workmen members and of former employees to the employee members ;

(2) The proportion of foremen and other officers enumerated in §3 (2), as also the proportion of the masters inscribed on the list of the crew of the fishing vessels, in relation to the number of the workmen members.

A Royal Decree shall prescribe the rules by which the number of the elected members belonging to one of the classes above indicated shall, in case of need, be brought up to the desired quota.

18. Any Trade Councillor who may be declared out of office by virtue of the provisions of §§22 (2) and (3) and 40 of the present Act, may not be again appointed before the expiration of a period of three years from the date of the resignation.

19. Any member sentenced to a term of imprisonment exceeding one month shall thereby forfeit his right to serve on the Trade Council.

20. Two principals of undertakings who work either the same establishment or two establishments trading under the same name, as also two workmen or employees connected with the same undertaking, may not be members of the same Trade Council, unless they form part of different departments.

Under the same restriction, members of the Council may be either relatives or married connections, including those of the second degree.

The regulations for the working of these provisions shall be issued by Royal Decree.

21. Any Trade Councillor who, in the exercise of his office, may lose the qualification stated, among others, in §12, by which he has been elected, shall be declared to have forfeited office by the — Court of Appeal in whose jurisdiction the Trade Council is situated.

Dismissal may be effected either by a resolution of the Council, who shall transmit the report of the proceedings to the Public Prosecutor, or by one of the parties by a suit brought before the Council, who shall observe the formalities prescribed in §§37 and 38, subject to the modifications required under the present Section.

Should the dismissal be brought about by a resolution of the Council, notification thereof shall be given by the officer of the Court to the Trade Councillor against whom the suit has been brought.

The latter shall, if he thinks well, notify his intention to defend the case to the Public Prosecutor within two days of notification by the Council.

The Court of Appeal shall decide within eight days. The judgment shall be notified to the Trade Councillor defendant in the case, to the President of the Council and to the Governor of the Province.

Appeal against judgment shall be made to the Public Prosecutor attached to the Court of Appeal, and to the parties in the suit.

The decision shall be notified to the parties by the clerk of the Court, to the President of the Trade Council, and to the Governor of the Province.

The decisions relating to the Trade Councillor declared to have forfeited office may not be contested under this head unless opposition has been brought by one of the parties in case.

22. The provisions of the preceding Section are also applicable :

(1) when a Trade Councillor loses his Belgian nationality ;

(2) when a Trade Councillor is condemned to a sentence of imprisonment or loses his electoral rights for any one of the causes enumerated in §§20 to 22 of the Electoral Code ;

(3) when, in addition to the cases of excuse provided for in §34, a Trade Councillor absents himself from the meetings of the Council for two consecutive months.

23. On the occasion of each re-election, the retiring Councillors shall remain in office until their successors take office.

Every member elected in place of another member shall remain only in office till expiration of the term of office for which his predecessor was elected

24. The Trade Councillors and their substitutes shall take the oath, as follows :

“ I swear to observe the Constitution and Laws of the Belgian nation, to decide without partiality and without prejudice.”

The senior member who presides at the preliminary meeting shall take this oath, administered by the Governor of the province, or his delegate. The other members, actual or substitutes, shall take the oath, administered by the senior member.

After the oath has been administered, the Trade Council is declared to be in office. Any Trade Councillor who, without legitimate reason, shall not have taken the oath within one month from the date of installation of the Council, shall be considered as having vacated office.

II.—Presidents, Vice-Presidents, Assessors, and Clerks of the Trade Councils.

25. The President shall be appointed by the King, either from a list of two candidates presented by the Council or in virtue of his office in the absence of presentation.

When proceeding to the work of presentation of candidates, the Council shall divide into two assemblies, consisting respectively of the principals of undertakings who are members and of the members composed of workmen and employees.

Each meeting shall be presided over by the senior member present.

Candidates shall obtain the majority of the votes in each of these meetings.

When the President is appointed to office, he must hold the qualification of Doctor in Law.

In the event of appointment on presentation, candidates may be selected either from among the members of the Council or outside of it.

In either case the President shall be a Belgian and of the age of thirty years at least.

These rules shall be equally applicable to the Vice-President.

Should the President and Vice-President be appointed from among the members of the Council, they may not be selected from among the members of the same group.

The term of office of the President and Vice-President shall be three years. They may be re-elected for a further term.

The Vice-President selected outside the Council shall only attend in the absence of the President.

26. When the President has been selected by the members, the King shall appoint a Doctor in Law to the Council as assessor.

The assessor shall be a Belgian and shall be over twenty-five years of age.

He shall have a seat on the Council, and when a vote is taken he shall take part in the proceedings.

The King shall appoint with the same conditions a substitute assessor.

The term of office of the assessor and his substitute shall be three years ; these officers may be re-elected for a further term.

27. The President, Vice-President, assessor and his substitute shall exercise their offices in the Council and in each committee.

Before entering on their duties, the President and Vice-President selected outside the Council, as also the assessor and the substitute, shall take the oath prescribed in §24, the former having the oath administered by the Governor of the Province by his delegate, the others having it administered by the President of Council.

Should any of these officers, without legitimate reason, not have taken the oath within one month from the announcement of the respective appointment in the *Moniteur*, he shall be considered to have vacated office.

28. A clerk shall be attached to each Trade Council; he shall be appointed by Royal Decree.

The clerk shall be a Belgian, and shall be over twenty-five years of age. He shall exercise his duties in the Council and in the various committees.

Should the requirements of the service render it advisable, the clerk may assign one or more assistant clerks, whose duties shall consist in assisting him and acting as substitute in the discharge of the duties of the office. The assistant clerk shall be appointed under the sanction of the Minister for Industry and Labour.

In the absence of the assistant clerk, the clerk shall be substituted if unable to act by a person of Belgian nationality, and of at least twenty-five years of age, on responsibility of the Council.

29. Before entering upon his duties, the clerk shall take the oath prescribed by the Decree of 20th July, 1831, administered by the Governor of the Province or his delegate. The assistant clerks and the party taking office in the event of the clerk being prevented from acting, shall take the same oath administered by the President of the Council.

30. In Flemish districts, the President and Vice-President, where they have been selected from outside the Council, the assessor and the substitute, the clerk and assistant clerk, shall show proof that they are qualified to use the Flemish language in the exercise of their duties.

This verification shall be carried out in accordance with the form prescribed by §49 of the Act of 10th April, 1890/3rd July, 1891. The jury shall be appointed by the Minister of Industry and Labour.

Should one of the parties not understand the language employed in conciliation proceedings or in discussions, the employment of an interpreter or translation thereof, shall be obligatory in all parts of the country, unless exemption is expressly pleaded on the part of the interested party. Mention shall be made of this exemption in the audience paper. The Treasury shall bear the expense of the interpreter.

III.—Conduct of Meetings.

31. The Council may not sit unless there shall be present equal numbers of Trade Councillors from among the chiefs of undertakings on the one hand and workmen and employees on the other.

When the dispute to be settled concerns a workman, at least one of the members shall be a workman; should one of the contesting parties be an employee, the presence of one employee Councillor shall be necessary.

There shall be at least four members present.

In making up the required minimum number of members present, neither the President nor Vice-President, should these persons have been elected outside the Council, nor the assessor or his substitute, shall be included in the counting.

These rules shall also apply when the Council is divided into committees.

32. On every occasion when the Councillors of one class shall attend in greater numbers than the Councillors of the other class, the Council shall, in order to make the numbers equal, and with the consent of both parties, designate those members who shall not be allowed to vote from among the class which has the majority.

In the event of disagreement, the youngest members of this same class shall not be entitled to take part in the decision. In any case, when the presence of one of these members is required by virtue of the regulation of paragraph 2 of the present Section, he shall take part in the decision instead and in the place of the Trade Councillor who, in his class, is next to him in age.

33. No meeting may be held without the presence of the President or Vice-President, or if such a case occurs, without the presence of the assessor or of his substitute.

34. To each meeting only such members shall be summoned as represent the classes of trades and commerce in which these parties are interested who are concerned in the various discussions entered in the list. The President, however, may also summon the Trade Councillors of another class, if required, in order that the Council may be officially held.

35. An actual member or a substitute member summoned instead and in place of an actual member, may not be exempted from attending the meeting without the authorisation of the President of the Council, unless legitimately prevented therefrom.

In the latter case, he shall be bound to give notice thereof to the President of the Council at least twenty-four hours before the meeting.

36. The members of the Trade Councils may be rejected :

- (1) should they have a personal interest in the dispute ;
- (2) should they be parents or relatives of one of the parties, to the degree of first cousin inclusively ;
- (3) Should a criminal law suit have taken place between them and one of the parties or his wife, or his parents and his near relatives (*en ligne direct*) in the year which has preceded the challenge ;
- (4) should a civil law suit be existing between them and one of the parties or his wife ;
- (5) should they have given advice in writing on the matter in question ;
- (6) should they be masters, workmen or employers of one of the parties in dispute.

May also be rejected, in a case of dispute between workmen, between employers or between workmen and employers, such member of the Trade Council, who, in the capacity of workman or employer, is employed in the same undertaking as the parties in dispute, or is in the employ of the master of one of the parties.

37. Should a party seek to reject a member of the Council, he shall be required to formulate his reasons for rejection by a statement which he will notify by the officer of the Court to the Clerk of the Council, who shall inspect the original document. The member rejected shall be required to make his declaration in writing at the foot of this statement, within a period of two days, expressing either his acquiescence to the rejection or his refusal to withdraw, with his reply to the grounds of the rejections.

38. Within three days of the reply of the member who may refuse to withdraw, or in default of his reply, the act of rejection and the declaration of the member, if there is any, shall be transmitted by the clerk, at the solicitation of the more diligent party, to the Public Prosecutor attached to the Court of first instance in the jurisdiction of which the Trade Council is established. The refusal shall be considered by this tribunal within eight days, on the basis presented by the Public Prosecutor, without citation of the parties being required.

39. Any member of a Trade Council who is aware of an application for rejection with reference to himself, shall be required to make declaration of it to the Council, who shall decide whether he shall withdraw.

40. Should the Trade Councillors present on the day of meeting find themselves without the necessary qualifications for the session, business shall be deferred to a subsequent meeting.

Should the same circumstances recur at the second meeting, the Trade Councillors present shall draw up a report stating that it has not been possible to hold the meeting, indicating the names of the members absent from the two meetings. This report shall be transmitted at once to the Public Prosecutor attached to the Court of Appeal in the jurisdiction in which the Trade Council is established.

The Trade Councillors absent shall be cited before the Court of Appeal, who, if they are unable to justify their absence, shall sentence them to a fine of from 26 to 200 francs.

The Councillors thus sentenced shall be declared as no longer holding office.

After the second meeting each of the parties in the case shall be free to carry the appeal to the ordinary courts.

41. In the case contemplated in the preceding Section, the clerk shall, after the first meeting, summon the meeting of the Councillors by written notification to their residence, for the following meeting. The notification of the meeting shall be sent at least three complete days before the date of the meeting. It shall state the impossible position in which the Council is placed in regard to holding a meeting, and shall cite the provisions of the preceding Section.

42. When the Trade Council consists of a workmen's committee and an employees' committee, the differences that may occur between the workers and the employees shall be decided by the two committees in common session.

PART III.—POWERS OF THE TRADE COUNCILS.

43. The Trade Councils shall deal with the following matters :—

(1) Disputes relating to apprenticeship, to contracts of work and all other hire of services, to the exclusion of actions for damages resulting from accidents during work ;

(2) Claims for restitution of deposits held as guarantees, of certificates, documents, tools, clothing, or other objects deposited in the carrying out of the contracts above mentioned ;

(3) Disputes relating to the workmen's notebooks ;

(4) For actions based on the sections relating to the engagement to refrain from competition, inserted in a contract ;

(5) Disputes between workers, between employees, or between workers and employees arising during the exercise of the trade or profession ;

(6) Disputes between workers or employees who shall have undertaken for their own account a common work.

44. Competence, as regards place, shall be determined by the situation of the factory, work-yard, office, warehouse, and of the place in general, engaged in the operations carried on, as regards all disputes relating to—

(1) Employees and workers occupied as stated ;

(2) Employees and workers who, whilst employed outside, nevertheless work habitually within the bounds controlled by the Council in the district where the operations are carried on.

In other cases a competence as regards place shall be determined in accordance with the provisions of Chapter II. of the Act of 25th March, 1876.

These rules apply to actions brought by the principals of an undertaking, and also to those which are brought by the workers or employees.

45. Trade Councils deal with claims within their competence up to a sum of 400 francs, without appeal, and, subject to appeal beyond this sum.

No appeal from preliminary or interlocutory judgments shall be allowed until after the final judgments and jointly with the appeal against the latter.

46. When a cross-claim or a claim for compensation is brought in opposition to the main suit, and each claim is capable of being decided without appeal, the Trade Council shall pronounce upon all the suits, without appeal. Should one of the suits not be open to decision except subject to appeal, judgment shall not be pronounced on all the suits except with appeal.

47. Without prejudice to the proceedings before the ordinary courts, the Trade Councils may, by disciplinary methods, repress any act of unfaithfulness, any serious default, and any act tending to disturb the order and discipline of the workshop.

The penalty may not exceed a fine of 25 francs.

Infringements contemplated in the present Section may not be dealt with before a period of fifteen days has expired. This term of delay takes date as regards acts committed on board fishing vessels from the day of return of the vessel to port.

48. Judgments pronounced by virtue of the preceding Section can be carried to appeal.

49. By mutual consent, parties may always present themselves before the Trade Councillors to be reconciled by them, even in the case of differences which the Council are not in their province to deal with, stating at the same time that they appeal to their good offices.

This declaration shall be signed by the interested party, or a statement shall be made to the effect that they are unable to sign.

The preceding Section is equally applicable to the disputes of principals of undertaking among themselves.

PART IV.—METHOD OF PROCEDURE BEFORE THE TRADE COUNCILS.

50. Each Trade Council shall form from among its members an office staff (bureau), whose business it shall be to conciliate parties in dispute.

The Conciliation Bureau shall consist of the principal of an undertaking, a worker, and an employee. The first of these shall take part in all matters; the second and third shall intervene respectively in the differences of interest to workers, and in those which concern employees.

When the Council consists of two divisions, there shall be formed from among their number a special Conciliation Bureau, composed of one principal of an undertaking and one Councillor belonging to the other class.

In both cases each of the acting Councillors shall have a substitute, selected from among the substitute Councillors belonging to the same class as himself, whose duty shall be to take his place in case of need.

The Councillors shall sit in the Conciliation Bureau, by turn, according to a rotation by age, commencing with the eldest.

This rule shall apply separately to the principals of undertakings, the workers, and the employees.

The clerk shall be present at the meetings of the Conciliation Bureau.

The meetings shall be presided over by the President or Vice-President of the Council when he is called by rotation to sit, otherwise by that member of the two members who has been longest in office, and, in case of equality of time in office, by the elder.

The Conciliation Bureau shall be re-organised every three months.

51. The Conciliation Bureau shall sit once a week, unless there should be other business inscribed on the list.

In the event of necessity or urgency, an extraordinary meeting may be summoned by the President of the Council.

The President may also, according to the nature of the business, send the parties in dispute before two members of the Council, or of the committee, other than those who compose the Conciliation Bureau. One of these members shall be selected from among the principals of undertakings, and the other from among the workers or employees.

52. The appeal of the parties to the Conciliation Bureau shall be made by a simple letter from the clerk.

This letter, which shall be delivered free of expense, shall indicate the place, day, and hour of appearance, as also the names, profession, and place of residence of the parties at the time. It shall also concisely state the nature of the application.

There shall be at least one complete day between the dispatch of the letter and the meeting in question.

53. The Conciliation Bureau may, in the event of lawful impediment, authorise the parties to be represented, either by a principal of an undertaking, by a worker, or by an employee.

54. When the parties have been unable to come to an agreement, there shall be drawn up a report stating their inability to come to an agreement.

No case of disagreement shall be referred back to the Council.

55. No matter may be referred to the Council unless the parties have been previously called before the Conciliation Bureau.

The Council shall not proceed to give judgment until they have exhausted likewise the method of conciliation.

56. The Council shall hold two meetings every month, unless some business has been inscribed on the list.

In the event of necessity or urgency an extraordinary meeting may be summoned by the President.

These provisions apply to each of the Council committees.

57. The parties shall be summoned before the Council by letter from the clerk, sent three clear days at least before the hearing, under the conditions fixed in the second paragraph of §52.

Should the party invited not appear, he shall be cited by the officer attached to the Council.

A citation may be given direct to any party who has not appeared before the Conciliation Bureau.

58. The citation shall indicate the place, hour, day, month, and year of appearance; it shall mention the names, professions, and actual residences of the parties, and shall give a concise statement of the purpose and reasons of the application.

59. The citation shall be notified to the defendant in person or to his actual residence.

Should he not be found personally at his residence, a copy shall be left with the Burgomaster or with one of the Aldermen of the commune, who shall examine the original free of charge.

There shall be one free day at least between the date of the citation and the day indicated for appearance, if the party resides within the circuit of three myriameters ; if he resides beyond these limits the time of delay shall be increased by one day for each three myriameters.

60. In urgent cases the President shall give a memorandum to shorten the time, and may permit the parties to be called or cited, even at once.

61. Should the time limit not have been observed and the defendant fail to appear, the Councillors shall order him to be again cited ; the expenses of the first citation shall be at the charge of the plaintiff.

62. The parties shall be entitled to be represented before the Council by a qualified advocate ; they may also employ for this purpose a person agreed to by the Council.

The personal appearance of the parties may always be ordered.

The attorney, if not a qualified advocate, shall hold a power of attorney on unstamped paper ; this power of attorney may be inscribed at the bottom of the citation (letter) or at the foot of the writ, without distinction between the original or the copy.

63. The Trade Council and the Conciliation Bureau of the latter shall, on the verbal report of the party desiring to obtain the *pro Deo*, and on presentation of a certificate of poverty in due form, decide with regard to the claim, without other formality.

64. Any dispute relating to the selection of the competent committees, by reason of the position of the parties, shall be submitted before any other objection or methods of defence have been raised.

The dispute shall be settled by the President of the Council with the assistance of four Councillors, selected from among the two committees interested, in equal number. In each committee the President shall appoint as assistants a principal of an undertaking and a worker or employee Trade Councillor.

In the event of the matter being referred back to another committee, the latter shall be fully empowered to act.

65. The Trade Council may authorise the wife to appear before the Court. It may also appoint a trustee or guardian *ad hoc* for a minor, in order to take the place of the father or the guardian who may be absent or prevented from appearing in the suit.

66. If the parties are in dispute in regard to facts of a kind requiring proof by witnesses, and the verification of which is considered desirable and admissible by the Trade Council, the latter shall order proof to be given, and shall determine the purpose.

67. Witnesses shall be subpoenaed if they do not appear of their own free will. After having given their names, profession, age, and place of abode they shall take the oath to speak the truth, and shall declare whether they are relatives or connections of the parties and up to what degree of relationship, and whether they are servants or domestics in their employ.

68. The witnesses shall be heard separately in the presence of the parties, if the latter appear ; the latter shall be required to furnish their objections before the depositions are taken, and to sign them ; if they do not know how to or cannot, statements shall be made to that effect ; objections may not be admitted after the deposition has commenced, unless substantiated in writing.

69. The parties shall not interrupt the witnesses : after the evidence has been taken the President may, at the request of the parties and even on his own authority, put the necessary questions to the witnesses.

70. In cases open to appeal, the clerk shall draw up a report of the examination of the witnesses ; this document shall contain their names, ages, professions, and places of abode, their oath to speak the truth, their declaration as to whether they are relatives, connections, servants, or domestics of the party, as also the objections which may have been submitted against them.

That portion of the report shall be read over to each witness which concerns him in particular ; he shall sign his deposition, or statement shall be made that he does not know how, or cannot sign it. The report shall, moreover, be signed by the President and the clerk. Judgment shall then be forthwith pronounced, or, at latest, at the first meeting.

71. In cases of a kind requiring decision in the last resource, no report shall be drawn up ; but the judgment shall give the names, ages, professions, and places of abode of the witnesses, their oath, their declaration, whether they are relatives, connections, servants, or domestics of the parties, the objections, and the results of the depositions.

72. The sittings of the Council shall be public. Nevertheless, if the nature of the discussions requires it, the Council can order the exclusion of the public.

The judgment shall always be pronounced in public.

73. The Council may always engage one or more Councillors for the purpose of visiting the localities, in order there to verify the facts alleged, and hear the witnesses, if necessary ; in this case the clerk shall accompany the persons deputed, and shall draw up, if necessary, the report of the inquiry.

74. In urgent cases, the Council may prescribe such measures as they may consider necessary for the purpose of preventing the goods with which the claim has been concerned from being removed, displaced, or injured.

75. Should one of the parties declare his wish to disprove the evidence, deny the writing, or declare that he does not recognise it, the President shall initial the documents, the Council shall take cognisance of the declaration, and refer the case back to the competent judges.

Nevertheless, should the document not refer to more than one of the heads of the claim, it may be omitted, and the other heads may be decided upon.

76. Should one of the parties fail to appear on the day indicated in the summons, the case shall be decided by default, subject to a new summons, as provided in the case contemplated under §77.

77. The party condemned by default may oppose the judgment within five days of notification thereof by the clerk of the Court.

This plea of opposition shall contain a concise statement of the ground of the plea of the party and a summons to appear at the first sitting of the Court, always subject to the time limit provided in the summonses ; it shall indicate at the same time the place, date, and hour of appearing, and shall be notified as prescribed in §59.

78. Should the Trade Council be aware that the defendant cannot have received notice of the summonses, it may, whilst considering the default, fix such time as may appear suitable for the time within which the case must be opposed ; and should the adjournment not have been officially granted nor demanded, the defaulting party may be exempted from the exacting nature of this time limit, and allowed to oppose the case if he justified himself in so much that, by reason of absence or of serious illness, it was impossible for him to have received notice of the summons.

79. The party in opposition who allows the case to proceed a second time by default shall be no longer allowed to enter fresh opposition.

80. The judgment shall be pronounced during the sitting, or, at the latest, at the next ordinary sitting.

It may not be pronounced by any other than by the person who presided at the sitting in which the discussion took place, or by one of the Councillors then present.

The presence of the other Councillors shall not be necessary.

81. The judgments pronounced by the Trade Council shall be notified to the party who has failed in this case. The procedure shall be invested with executory force.

These judgments may be put into force twenty-four hours after notification.

82. Provisional execution of judgments may be ordered with or without bail, up to a maximum of 400 francs. Above 400 francs these judgments may not be declared executory without bail.

83. Minutes of every judgment shall be kept by the clerk on the bearing sheet (*feuille d'audience*), and shall be signed by the President and the clerk.

The judgments shall contain the names of Councillors who took part in the discussion, the names, professions, and places of abode of the parties, as also a concise statement of the claim, the defence, the grounds, and the enacting part (*dispositif*).

84. Appeal from all judgments pronounced in the first resort shall be carried to the Court of Appeal of the Trade Council, which is dealt with in §102.

Appeal shall be formulated by means of a declaration made to the clerk of the Council, and may not be received before the expiration of three days after the date of pronouncement, nor after fifteen days following the notification.

The parties shall be summoned before the Court of Appeal of the Trade Council by a letter from the clerk of this jurisdiction.

This letter shall be sent within at least three clear days before the hearing of the case, subject to the condition laid down in the second paragraph of §52 ; it shall indicate the ground of the appeal.

85. Appeal against judgments improperly formulated in the first resort shall not be admitted, nor those in the case of judgments in the last resort, if improperly formulated. Judgments properly formulated in the last resort shall be subject to appeal if they have pronounced either upon questions of competence or upon matters with regard to which the Trade Council could have no information except in first resort. Nevertheless, should the Council have proved itself competent, the appeal may not be made until after definite judgment and jointly with the appeal from this judgment.

86. Judgments which are not definitive shall not be issued when they have been given after hearing both parties, and pronounced in the presence of the parties.

Should a case occur in which the judgment, pronounced as described above, shall order a course of action to be taken, at which the parties are required to be present, it shall indicate the place, day, and hour, and the pronouncement of the judgment shall be equivalent to a summons.

Should the judgment order a course of action (*opération*) by persons connected with the craft, the President of the Trade Council shall hand to the applicant a subpoena summoning the experts to appear ; if the latter refuse to appear voluntarily, this subpoena shall mention the place, day, and hour, and shall mention the fact, the reasons, and the enacting part of the judgment relating to the course of action ordered.

Should the judgment order an inquiry, the subpoena shall mention the date of the judgment, the place, the day, and the hour.

87. The losing party shall, in all cases, pay costs.

The costs may, however, be proportionately distributed, either as a whole or in part, among those of the elder generation, the successors, brothers and sisters, or connections of the same degree of affinity, or among parties who respectively lose their case on some particular plea.

88. The President shall be responsible for order in the proceedings. The parties shall be required to express themselves in moderate language and in everything to maintain becoming respect for the law ; should they fail to do so, the President shall call them to order, in the first case by admonition ; should there be a repetition of the offence they may be condemned to a fine not exceeding the sum of 10 francs, the judgment being posted up in the locality in which the Council sits.

Should there occur insult or serious irreverence, the President shall draw up a report of the incident, and the Council may, during the same sitting, condemn the offender to a punishment of three days' imprisonment, as maximum.

89. Should it occur during the hearing of the case that one or more of those present should make public signs, either of approbation or of disapproval, or excite disorder in any manner whatever, the President shall have them expelled ; should they resist his orders or should they re-enter, he shall cause them to be arrested and conveyed to the house of detention ; this order shall be mentioned in the report, and on showing the same to the warden of the house of detention, the disturbers shall be taken in charge there and detained for twenty-four hours.

Should the disturbance be accompanied by injuries or other acts giving occasion for the subsequent enforcement of ordinary police penalties, these penalties may be pronounced during the same sitting and immediately after proof of facts ; should it be a question of a crime or offence committed during the sitting, the President, after causing the delinquent to be arrested, and after drawing up a report of the facts, shall send these documents and the accused person before the competent judges.

90. Judgments pronounced by virtue of the two preceding Sections are provisionally executory.

PART V.—SUNDRY PROVISIONS.

91. The following shall be exempted from stamp and registration fees : Acts, judgments, and other instruments relating to proceedings or actions before the Trade Councils exclusively, as also the registers kept by the Councillors and the extracts or certificates of the said registers which may be delivered by them to the interested parties.

These Acts and documents of every kind shall be likewise exempted from the necessity of registration except summonses, judgments, and certificates, which shall be registered without charge.

92. A Royal Decree shall establish the dues and fees of the clerk, the salaries and indemnities of the officers, as also the sums allowed to those experts and witnesses heard at the inquiries.

93. Every clerk or officer of the Court who shall be convicted of having exacted from the parties a charge or fee in excess of the amount to which he may have been entitled according to the provisions of §92, shall be punished, in accordance with the provisions of Articles 243 and 244 of the Penal Code.

94. The Councillors shall be entitled to presence tallies.

The amount represented by these tallies shall be fixed by the permanent delegates of the provincial Council, taking as the basis the average daily pay of the workers and employees engaged in the district of the Council. These tallies shall amount to at least 5 francs per each sitting.

Trade Councillors shall also be allowed travelling expenses in cases where they reside at a distance of more than 5 kilometers from the place where the meeting is held. These travelling expenses shall be fixed by Royal Decree.

95. The President or, in his absence, the Vice-President, shall receive a double presence tally. The same shall apply to the assessor or his substitute.

The King may prescribe the amount of the allowance to the President as also the fixed indemnity to the assessor for duties performed outside the sittings of the Council. He shall, at the same time, fix the amount of this indemnity, which shall be chargeable to the budget of the Council.

96. There shall be allowed to the clerk of the Council, at the cost of the State, a remuneration, the rate of which shall be fixed by Royal Decree. The remuneration of the assistants to the clerks of the Council shall be at the charge of the clerk. The Government may, however, grant the clerk of the Council an indemnity to cover his expenses in regard to the remuneration of his assistants. The clerk of the Council shall render an account, by means of statements regularly furnished, of the manner in which this indemnity is laid out, and the same shall be used exclusively for payment of the aforesaid remuneration.

The person assigned to take the place of the clerk of the Council when prevented from acting, shall receive, included in the budget of the Council, an indemnity which shall be fixed by the Minister of Industry and Labour.

97. The expenses of each Trade Council, including the expenses of paper, registers, stationery, shall be borne to the amount of two-thirds by the various communes included in the jurisdiction; each of them shall participate in proportion to the numbers of the workers and employees attached to the industrial or commercial undertakings established in their districts.

The province shall participate in the expenses up to one-third of the amount.

The distribution shall be fixed by the permanent delegation of the provincial Council, and approved by Royal Decree.

98. The commune in which the Council sits shall furnish the premises required for the holding of the sittings, and for the service of the clerk's office. The furnishing and maintenance shall also be at its charge.

It shall likewise provide premises for the detention of persons placed under arrest.

99. Regulations for the public service shall also assign the employment of the funds allowed by the communes interested, to the Trade Councils, as also the system of accounts to be followed by these Councils.

100. After its formation, each Trade Council shall meet in full session for the purpose of drawing up their regulations for internal control. The provisions of the first two paragraphs of §32 shall be applicable to this case.

The regulations for internal control shall not come into force until after approval by Royal Decree.

101. The provisions of the first two paragraphs of §32 shall be likewise applicable when the Trade Council are required, by the Government, to give their opinion upon questions or projects relating to labour.

PART VI.—TRADE COUNCIL COURTS OF APPEAL.

102. Trade Council Courts of Appeal shall be constituted.

The law which establishes a Council Court of Appeal shall determine the jurisdiction of the same.

Every Council Appeal Court shall include a committee for workers, consisting of principals of undertakings and workmen, in equal numbers, and a committee for employees consisting of principals of undertakings and employees in equal numbers. The Councillors shall be twelve in number for each committee, six being active members and six substitute members respectively.

The provisions of §17 limiting the admission of certain classes of persons eligible from among the number of the members of the Council of First Instance shall likewise apply to the Council Appeal Courts. For the fulfilment of these provisions, however, the active members and the substitute members shall be reckoned together.

The Court of Appeal shall comprise, in addition, a President, a Deputy-President, and a clerk of the Court.

103. The President, the Deputy-President, and the clerk of a Council Court of Appeal shall be appointed by the King. The President and the Deputy-President shall be Belgians, of at least 30 years of age, and holding the diploma of Doctor of Law. The clerk of the Court shall be a Belgian, of at least 25 years of age.

The President, the Deputy-President, and clerk of the Court shall perform their duties in each of the two committees of the Council.

The Deputy-President's function shall be to take the place of the President whenever the latter shall be prevented from officiating.

104. The active Councillors and the substitute Councillors of Appeal shall be selected respectively from among the active members and the deputy-members of the Councils of First Instance whose place of meeting is in the jurisdiction of the County Court of Appeal. Special electoral colleges shall be formed for the election of the Councillors who are principals of undertakings, of the Councillors who are workers, and of the Councillors who are employees. These colleges shall include respectively the principals, the workmen, and the employees composing the Trade Councils over which the Council of Appeal extends its jurisdiction. Only one principal of an undertaking, or one workman or employee Councillor, may be chosen from one single Council of First Instance. This rule applies separately to the active and substitute Councillors. Councillors of Appeal shall hold office for three years ; their term of office may be renewed.

Loss of office of a Trade Councillor of First Instance entails the termination of the office of Councillor of Appeal.

No Councillor can sit as Councillor of Appeal in a matter in which he has taken part in the judgment pronounced as a Councillor of First Instance.

105. Each committee of the Council Court of Appeal shall hold one sitting every month, unless there is no business inscribed on the order of the day.

In the event of necessity or urgency, an extraordinary meeting may also be summoned by the President.

No hearing can take place unless in the presence of the President or Deputy-President, as also of six Councillors selected as already stated in the third paragraph of §102.

106. After formation, the Council Court of Appeal shall meet in full session for the purposes of drawing up their regulations for the control of their internal proceedings. This meeting shall comprise the active and the substitute members.

Should the principals of undertakings who are members be present at this meeting in larger number than workers and employees, or *visa versa*, equality shall be re-established in conformity with the provisions of the first two paragraphs of §32.

The rules for regulating the internal control shall not come into force until after their approval by a Royal Decree.

The King shall determine the quota of the presence tallies and of the indemnities for expenses of travelling to be allowed to the members of the Council Court of Appeal. He may also allow the President, chargeable on the Public Treasury, a fixed indemnity, the amount of which shall be determined in each case. The allowance to the Clerk of the Council shall be at the charge of the State. Its amount shall be fixed by Royal Decree.

The other expenses of each Council Court of Appeal shall be borne by the province. If the jurisdiction includes communes which are not situated in the same province as the locality in which the County Court of Appeal holds its sittings, each of the provinces interested shall participate in proportion to the numbers of workers and employees attached to the industrial or commercial enterprises situated in its territory. The distribution shall be established by Royal Decree. The King shall fix by Decree the employment of the funds allowed by the provinces to the Council Courts of Appeal, as also the system of accounts to be followed by these Councils.

The following provisions shall be applicable to the Council Courts of Appeal: §§18, 20, 21, 23, 24, 27, 28 (paragraphs 2 to 4); §§29, 30, 32, 35 to 44, 57 to 69, 72 to 81, 83, 86 to 93, 95 (paragraph 1); §§96, 98, and 143.

In other respects the organisation of the Council Courts of Appeal shall be determined by a Royal Decree.

PART VII.—ELECTORAL PROCEDURE IN REGARD TO TRADE COUNCILS.

1. Re-compilation of list of voters.
2. In regard to elections.
3. Proportional representation.
- Temporary provisions.
- Supplementary provisions.

12. *Arrêté royal. Conseils de prud'hommes. Exécution de la loi du 15 mai, 1910. Inscription des ouvriers et des employés sur les listes électorales. 12 novembre, 1910. (Revue du Travail, XV., 1272.)*

Royal Order. Trade Councils. Enforcement of the Act, dated 15th May, 1910.*
Inclusion of workmen and employees on voting lists. (12th November, 1910.)

13. *Arrêté royal. Conseils de prud'hommes. Mise en vigueur de la loi du 15 mai, 1910. Revision des listes électorales. 14 novembre, 1910. (Revue du Travail, XV., 1275.)*

Royal Order. Trade Councils. Coming into force of the Act dated 15th May, 1910.* Revision of voting lists. (14th November, 1910.)

* Text, E.B. VI., p. 132.

14. *Arrêté ministériel. Conseils de prud'hommes. Exécution de la loi du 15 mai, 1910. Listes d'ouvriers et d'employés. 15 novembre, 1910. (Revue du Travail, XV., 1276.)*

Ministerial Order. Trade Councils. Enforcement of the Act dated 15th May, 1910.* Lists of workmen and employees. (Dated 15th November, 1910.)

15. *Loi sur le recensement de l'industrie et du commerce. 14 décembre, 1910. (Revue du Travail, XV., 1402.)*

Act relating to the Industrial and Commercial Census. (Dated 14th December, 1910.)

16. *Arrêté royal. Recensement de l'industrie et du commerce au 31 décembre, 1910. 15 décembre, 1910. (Revue du Travail, XV., 1415.)*

Royal Order. Industrial and Commercial Census up to 31st December, 1910. (Dated 15th December, 1910.)

17. *Arrêté royal. Fabrications du sulfure et du sulphydrate de sodium, de l'eau oxygénée, de l'acide sulforicinique et des sulforicinates alcalins, des sels d'antimoine par l'action des acides sur l'oxyde d'antimoine. 30 décembre, 1910. (Revue du Travail, XVI., p. 52.)*

Royal Order. Manufacture of sulphide and hydrosulphate of soda, hydrogen peroxide, sulphoricinic acid and alkaline sulphoricinates, and antimony salts, by the action of acids upon antimony oxide. (Dated 30th December, 1910.)

1. Factories engaged in the manufacture of sulphide and hydrosulphate of soda, hydrogen peroxide, sulphoricinic acid and alkaline sulphoricinates, and of antimony salts, by the action of acids upon antimony oxide, are included among dangerous, unhealthy, or unsatisfactory establishments.

They shall appear in the list attached to the Royal Order, dated 31st May, 1887, under the following headings :—

DESCRIPTION.	CLASS.	OBJECTIONS.
Sulphide and hydrosulphate of soda (manufacture of)	1 A	Smoke and vapours. Very disagreeable fumes of sulphuric acid.
Hydrogen peroxide (manufacture of)	2 O	Liberation of steam.
Sulphoricinic acid (manufacture of) and of alkaline sulphoricinates	2 O	Disagreeable fumes.
Antimony salts (manufacture of) by the action of acids upon antimony oxide	2 O	Liberation of steam.

2. Our Minister of Industry and Labour shall be responsible for the enforcement of the present Order.

18. *Arrêté royal. Fabrication des chromates et des couleurs qui en renferment. Classement. (30 décembre, 1910.)*

Royal Order. Manufacture of chromates and colours containing the same. Classification. (Dated 30th December, 1910.)

* Text E.B. VI., p. 132.

1. The heading "Chromates (manufacture of)" shall be completed as follows :—

DESCRIPTION.	CLASS.	OBJECTIONS.
Chromates (manufacture of) and of colours contained in the same	1 B	According to the processes employed : Smoke, dust, disagreeable and unhealthy nitrous fumes, escape of saline solutions.

2. Our Minister of Industry and Labour shall be responsible for the enforcement of the present Order.

19. *Arrêté royal. Institution d'une commission permanente des Unions professionnelles reconnues, des Bourses paritaires du travail et des Caisses de prévoyance contre le chômage involontaire.* 30 janvier, 1911. *Revue du Travail*, XVI., p. 163.)

Royal Order. Establishment of a permanent Committee of the recognised Trade Unions, of the Labour Exchanges under joint management, and of Insurance Institutions against involuntary unemployment. (Dated 30th January, 1911.)

1. There shall be established, at the Ministry of Industry and Labour, a permanent Committee of the recognised Trade Unions, of the Labour Exchanges under joint management, and the Insurance Institutions against involuntary unemployment.

2. This Committee shall consist of fifteen members, not including the Chairman of the Mining Council and the General Manager of the Labour Office, who shall be *ipso facto* members.

3. The members shall be elected by Us, and shall be chosen principally from among persons actively engaged in the organisation and working of the associations and institutions mentioned in §1.

The period of their office shall be four years.

Any person elected to replace a member who has resigned or deceased shall complete the functions of the said member.

4. The Chairman and Vice-Chairman of the Committee shall be nominated by Us from among the members of the Committee.

The Secretary shall be nominated by Us. Should he be elected outside the Committee, he shall only have a consultative voice (without vote).

5. The Committee shall be formed for the purpose of assisting the Government with its advice and investigations in order to develop the recognised Trade Unions and the Labour Exchanges under joint management, as well as to seek and put into practice the most effective means of guarding against the consequences of involuntary unemployment.

6. The Committee may meet four times a year, at the summons of the Chairman.

The Minister may authorise or call additional meetings.

7. The deliberations of the Committee shall only be valid when at least nine members are present.

8. The Committee shall draw up its own rules and regulations, subject to the approval of Our Minister of Industry and Labour.

9. A presence-counter of 10 francs shall be allowed to the members of the Committee; a further allowance for travelling expenses at the rate of 10 centimes per kilometre may be granted.

10. Our Minister of Industry and Labour shall be responsible for the enforcement of the present Order.

20. *Arrêté royal. Travail à domicile des peaux et poils. Classement.* 28 février, 1911. (Revue du Travail, XVI., p. 267.)

Royal Order. Homework on skins and hair. Classification. (Dated 28th February, 1911.)

1. The following heading shall be added to the list attached to the Royal Order, dated 31st May, 1887 :—

DESCRIPTION.	CLASS.	OBJECTIONS.
Skins and hair (work on): splitting, combing, scraping, bristle pulling and trimming, when this work is done exclusively at home by members of a family occupying the same dwelling.	2	Production of very disagreeable dust.

2. Our Minister of Industry and Labour shall be responsible for the enforcement of the present Order.

21. *Loi prorogeant jusqu'en 1912 les mandats des membres des conseils de l'industrie et du travail expirant en 1911.* 25 mars, 1911. (Revue du Travail, XVI., 578.)

Act extending until 1912 the functions of members of the Industrial and Labour Councils expiring in 1911. (Dated 25th March, 1911.)

22. *Arrêté royal. Exécution de la loi du 15 mai, 1910, relative aux conseils de prud'hommes. Mise en vigueur.* 12 mai, 1911. (Revue du Travail, XVI., 579.)

Royal Order. Enforcement of the Act dated 15th May, 1910,* relating to Trade Councils. Coming into force. (Dated 12th May, 1911.)

23. *Loi sur les pensions de vieillesse en faveur des ouvriers mineurs.* 5 juin, 1911. (Revue du Travail, XVI., p. 635.)

Act referring to Old Age Pensions granted to miners. (Dated 5th June, 1911.)

1. All workmen employed in a Belgian mining concern, and who will be at least sixty years of age on 1st January, 1912, shall be insured by the General Superannuation Fund under State guarantee.

Proprietors shall be compelled to carry out this insurance, either directly, or through an Insurance Company recognised by the Government, or by means of a Provident Fund formed in the manner described hereafter.

2. Payments shall be made annually on the basis of each deposit book, the total of which shall be not less than 18 francs for members up to twenty-one years of age, and not less than 24 francs for those twenty-one years of age or over.

* Text E.B. VI., p. 132.

Owners of deposit books shall have the option of fixing the time of first payment of pensions ; compulsory payments shall, to the extent of at least half of their total, be carried to abandoned capital (capital abandonné).

Should the workmen fail to make the payments prescribed above, the proprietor shall be compelled to pay them by retaining a portion of salary.

Payments shall cease to be compulsory when the pension has reached the amount fixed by §6 of the Act dated 10th May, 1900, permitting of the granting of State premiums.

For the purpose of fixing this amount, the first receipt of the pension, contrary to the second paragraph of the said Section, shall be considered as having been uniformly fixed at the age of sixty years.

3. All coal mine proprietors shall contribute to a joint Provident Fund in favour of the miners, subject to the Act dated 28th March, 1868, and recognised by the Government.

The limits of operations and office of the Provident Funds shall be determined by Royal Order.

The Articles of the existing Funds shall be revised and submitted for the approval of the King.

4. The object of the Provident Funds shall be :

(1) To act as intermediary for the admission of miners as subscribers to the General Superannuation Fund, whenever necessary ;

(2) To grant pensions within the conditions and limits determined hereafter ;

(3) To organise in a general way provident and relief schemes on behalf of the miners or members of their family.

5. The Provident Funds shall come under the same heading as the Insurance Societies recognised by the Government as regards the granting to them of the encouragement premiums and annual subsidies provided for in the Act dated 10th May, 1900, referring to Old Age Pensions.

6. The said Institutions shall provisionally be compelled to grant additional pensions to miners over twenty-one and under sixty years of age on 1st January, 1912, as and when they attain the age of sixty years, and on condition that they shall have worked until this age and for at least thirty years in a Belgian coal-mining undertaking.

The additional pension to which each member shall be entitled shall be equal to the difference between the amount of 360 francs and the total pension obtained by means of compulsory payments made by virtue of the present Act ; this total shall be determined, if necessary, in accordance with the second paragraph of §6 of the Act dated 10th May, 1900, and modified by the fourth paragraph of §2 above.

7. An annual life pension of at least 360 francs shall be granted, payable by the Provident Funds, unless it shall be otherwise provided by virtue of the Statutes :

(1) To former miners qualified for the pension in conformity with the Statutes and regulations in force ;

(2) To workmen or former workmen not in receipt of a pension, who have exceeded the age limit fixed in §1, and who have or will have worked until they were sixty years of age, and for at least thirty years, in a Belgian coal-mining undertaking.

8. The age limit stipulated in §6 and in Sub-Section 2 of §7, shall be reduced to fifty-five years for all workmen or former workmen who shall have been employed up to this age, and for at least thirty years, in the underground

workings of a Belgian undertaking, should he cease work completely or should he whilst still being occupied in mining work, receive a salary not exceeding three-fifths of the average salary, calculated upon the five preceding years, of workmen of the class to which the interested party has belonged during the greater part of this period.

9. The Provident Funds shall be raised principally by subscriptions from the affiliated owners, and, as a temporary measure, by a monthly contribution of 50 centimes, which shall be paid by workmen of at least thirty years of age on 1st January, 1912.

The amount of the owners' subscriptions shall be fixed for the temporary period in accordance with the total expenses devolving upon the Funds during this period; under ordinary conditions it shall not be less than $1\frac{1}{2}$ per cent. of the workmen's salaries.

Should the owners' subscriptions exceed $2\frac{1}{2}$ per cent. of the said salaries, the surplus shall be borne, half by the State and half by the provinces in which the land containing the coal mines is situated.

Expenses devolving upon the State under this heading shall be liquidated by means of the special funds created by §11 of the Act of 10th May, 1900.

As and when the reduction of expenses referring to the provisional period shall permit, the resources of the Provident Funds shall be employed, in accordance with regulations to be included in the Statutes, either for supplementary payments upon the basis of the deposit books of workers insured under the General Superannuation Fund, or for the purpose of schemes entailing other advantages to the workmen or members of their families.

10. Each Provident Fund shall be under the administration of a Committee, in which masters and workmen shall be equally represented.

The Provident Funds shall be at liberty to combine, for the purpose of jointly organising one or several of their departments, especially as regards the paying off of the quota due by each of the separate Funds in whose district the workmen benefiting therefrom have worked from time to time.

The Statutes may stipulate that Arbitration Councils shall be created in order to take decisions regarding disputes which may arise between the different Provident Funds.

11. Appeal against the decisions pronounced by the Committee of a Provident Fund shall be carried before the Justice of the Peace in whose jurisdiction the office of the Fund is found.

12. Pensions allowed to widows and children under age, before the present Act comes into force, shall continue to be paid to the beneficiaries in conformity with the regulations under the provisions of which such advantages have been granted.

An annual pension of 180 francs shall be paid by the Provident Funds to widows who have reached the age of sixty of workmen over sixty-one years of age on 1st January, 1912, who shall have died after obtaining a pension, provided that they shall have been married to a miner for at least twenty years even by successive marriages.

13. Miners of foreign nationality shall come under the same heading as Belgian workmen for the application of the present Act. Nevertheless, they shall only receive State premiums if they belong to a nation granting similar allowances to Belgian miners and if they comply with the other conditions stipulated in §3 of the Act dated 10th May, 1900, referring to Old Age Pensions.

14. Infringements of the present Act and of the Royal Orders regulating their enforcement shall be punished by the penalties established by mining

legislation as regards the enforcement of the regulations or of the clauses and conditions legally inserted in deeds of concession and conditions of contract.

The investigation and verification of these infringements shall take place as in mining police procedure.

15. The present Act shall come into force on 1st January, 1912.

Supplementary Provision.

16. §8 of the Act dated 10th May, 1900, relating to Old Age Pensions, shall be superseded by the following provision :

Contrary to §5, members born not later than 31st December, 1870, shall receive the premium, to the amount of 24 francs paid annually.

From 1st January, 1912, the total amount of the annual premium shall be increased, to the limit of the six first francs paid to abandoned capital :—

(a) To 1 franc per franc for members born on any date between the years 1866 and 1870 ;

(b) To 1.50 francs per franc for members born within the five yearly period 1861-1865 ;

(c) To 2 francs per franc for members born after 1st January, 1861.

We promulgate the present Act, and decree that it shall be provided with the State Seal and published in the "Moniteur."

24. *Loi complétant et modifiant les lois du 21 avril, 1810, et du 2 mai, 1836, sur les mines, minières et carrières.* 5 juin, 1911. (Revue du Travail, XVI., p. 707.)

Act completing and amending the Acts dated 21st April, 1810, and 2nd May, 1836, relating to mines, mining works, and quarries. (Dated 5th June, 1911.)

[Extract.]

PART I.—ADDITIONAL REGULATIONS AND AMENDMENTS OF THE ACTS DATED 21ST APRIL, 1810, AND 2ND MAY, 1836.

I.—In regard to obtaining Concessions.

2. The application shall be recorded on the same date, in a special register, by the Clerks of the Provincial Courts, and certified extracts of these registrations shall be handed over to the applicants.

These registers may be perused by anyone on request.

III.—In regard to the Exercise of Supervision in Mines.

15. Royal Orders shall regulate, as regards mines, mining works and underground quarries, as well as their accessory works on the surface, the measures to be taken to prevent accidents, or in cases of imminent danger, for ensuring the safety, health, and comfort of the public, both for the preservation of the mine, the strength of the works, the safety and health of workmen, and for the preservation of property and useful surface waters.

They shall determine in regard to the competence of the Authorities responsible for taking the necessary steps for the working, and especially, if necessary, for the discontinuance of the undertaking, its temporary prohibition, even for an indefinite period, and for the official carrying out of the necessary work in connection with this duty.

They shall fix the cases of appeal and guarantees which shall be provided for persons interested.

These Orders shall, after consultation with the Mining Council and with the Superior Council of Hygiene, be regarded as those regulating the measures to be taken for safeguarding the health of workmen.

The work, including that which must necessarily be done to ensure the safety of old mining shafts existing within the area of the concession, shall be carried out by the present mineowner, even should these works have to be carried out by virtue of the regulations provided in the present Section.

PART II.—IN REGARD TO THE OBLIGATIONS OF CONCESSIONARIES WITH REGARD TO THEIR WORKING STAFF.

33. From the third year following the promulgation of the present Act, women shall not be employed in underground work; the same prohibition shall be applied to boys under fourteen years of age.

34. The concessionaries shall erect shower-baths for the use of the workmen.

A Royal Order shall fix the conditions under which shower-baths shall be erected at each place where coal mines are being actually worked, and shall also fix the time within which the shower-baths shall be in working operation.

35. The concessionaries shall be compelled to mention in their works regulations the provisions contained under the present heading.

They shall be compelled to keep such registers as the Mining Administrations may judge necessary for the purpose of supervision.

36. Independent of their ordinary functions, mine engineers shall be responsible for supervising the enforcement of all regulations contained under the present heading.

They shall be allowed free access to those establishments placed under their supervision.

They may demand the production of all documents the keeping of which is compulsory.

The concessionaries, their employees, and workmen shall be compelled to furnish any information which is considered necessary.

PART III.—PENALTIES.

37. Concessionaries or their officers who shall have infringed the provisions of §§34 and 35 shall be punished by a fine of 26 to 100 francs.

Concessionaries or their officers who shall have infringed the provisions of §33 of the present Act shall be punished—

by a fine of 26 to 100 francs should the number of persons employed in infringement of the Act not exceed ten;

by a fine of 101 to 1,000 francs should the number of these persons be more than ten, but not exceeding 100;

by a fine of 1,001 to 5,000 francs should there be a greater number.

38 (1) Concessionaries or their officers who shall have put obstacles in the way of supervision organised by reason of §36 shall be punished by a fine of 26 to 100 francs, without prejudice, should such a case arise, to the application of the penalties provided by §§269 to 274 of the Penal Code.

In case of a second infringement within five years following a sentence incurred in view of the present regulations, the penalties mentioned above may be doubled.

(2) The father, mother, or guardian who shall have caused or allowed their child or minor ward to work contrary to the provisions of §35, shall be punished by a fine of 1 to 25 francs.

In case of a second infringement within twelve months following the preceding sentence, the fine may be doubled.

The police courts, even in the case of a second offence, shall take cognizance of infringements of Sub-Section 2.

25. *Arrêté royal. Mise en vigueur de la loi du 15 mai, 1910. Comptabilité des conseils de prud'hommes. Maintien des dispositions de l'arrêté royal du 22 octobre, 1894. 24 juin, 1911. (Revue du Travail, XVI., 723.)*

Royal Order. Coming into force of the Act dated 15th May, 1910.* Accounts of Trade Councils. Observance of the provisions of the Royal Order dated 22nd October, 1894. (Dated 24th June, 1911.)

26. *Arrêté royal fixant, pour l'exercice 1910, la cotisation au fonds de garantie institué par la loi du 24 décembre, 1903, sur la réparation des dommages résultant des accidents du travail. 24 juin, 1911. (Revue du Travail, XVI., 725).*

Royal Order establishing for the financial year 1910, the contribution to the Guarantee Funds established by Act dated 24th December, 1903,† relating to compensation for injuries resulting from industrial accidents. (Dated 24th June, 1911.)

27. *Loi sur l'interdiction du travail de nuit des femmes employées dans l'industrie. 10 août, 1911. (Revue du Travail, XVI., 945.)*

Act relating to the Prohibition of Night-work for Women employed in industrial concerns. (Dated 10th August, 1911.)

1. The present Act shall be applicable to industrial concerns where more than ten male and female workers are employed, and in general to all establishments subject to the Act dated 13th December, 1889, relating to the work of women, young persons, and children.

2. Night-work is prohibited for all women, without any age distinction.

3. The night rest, referred to in the previous Section, shall last for at least eleven consecutive hours; the time between 9 p.m. and 5 a.m. shall be included in these eleven hours.

4. The King may sanction modifications of the provisions of the two preceding Sections in the case of industries the work of which is on raw material or material in course of manufacture, which materials are liable to very rapid deterioration, and the loss of which might otherwise appear inevitable.

5. Should a case of *force majeure* cause an absolutely unforeseen interruption of work in an undertaking, such interruption not being of a periodical nature, the prohibition of night-work may be cancelled by a permit granted in conformity with §6, Sub-sections 4, 5, and 6, of the Act dated 13th December, 1889.

6. In industries where work is affected by the seasons, the length of uninterrupted night rest may be reduced to ten hours for sixty days out of each year.

These particular industries shall be determined by Royal Order. The Order shall establish the conditions under which the principal of the undertaking, who shall avail himself of the power granted him by the present Section, shall notify the same to the Labour Inspector.

7. In the event of exceptional circumstances, the period of continuous night rest may be reduced to ten hours, for sixty days in each year, by permission granted in accordance with §6, paragraphs 4 and 5, of the Act dated 13th December, 1889.

* Text E.B. VI., p. 132.

† Text G.B. II., S. 632.

8. In availing himself of the powers he has under §§4 and 6 of the present Act, the King shall consult :—

- (1) The competent sections of the Industrial and Labour Councils ;
- (2) The Higher Council of Public Health ;
- (3) The Higher Council of Labour.

These various Councils shall notify their opinion within two months of receiving the request, failing which it shall be dispensed with.

9. The investigation, proof, and suppression of infringements of the present Act and of the regulations for enforcement shall be carried out in pursuance of §§12 to 19 of the Act dated 13th December, 1889.

10. The present Act shall come into force on 1st January, 1912.

In the wool-carding and spinning industries, however, the above provisions shall only apply to adult women from 1st January, 1920.

The period of continuous night rest may be restricted provisionally, up to the date of 1st January, 1915, to ten hours, but only for adult women.

11. The provisions of §6 of the Act dated 13th December, 1889, are abrogated so far as they concern female workers under twenty-one years of age.

IIIa. Belgian Congo

1. *Décret du 17 août, 1910 : contrat de louage de services et recrutement des travailleurs.* (Bulletin Officiel du Congo Belge, 1910, 688.)

Decree dated 17th August, 1910: Contract for the hiring and recruiting of labourers.

I. General Provisions.

1. The provisions of the present Decree are applicable to the contract by which a native of the Congo or of the adjoining Colonies, registered or not, takes service under a master who is not himself a native of the Congo.

2. With the exceptions specified in §§3 and 4, every adult native, whether of full age or not, is legally free to take service.

3. Adult natives placed under the protection of the State or of authorised associations may not, up to the time of their majority or their emancipation, lawfully take service without the assistance of their protector.

4. A woman, married under civil forms or religious rites, or in accordance with the native custom, may not lawfully take service without the express or tacit sanction of her husband. This sanction, however, may be supplied by the Judge of First Instance, the District Judge, their substitutes, the officials of the public service who are doctors of laws, or the officials appointed by the Governor-General. The husband shall be previously heard or called.

5. The conditions of the hiring contract shall be regulated by the convention, with the exclusion of the restrictions hereinafter specified.

6. Where the agreement and the Decree are silent on the point, the obligations of the labourers engaged and of the master shall be regulated by the local customs, so far as these are not contrary to public order.

II. Term of the Contract.

7. No hiring contract shall be for a term of more than three years.

Any agreement which may expressly or implicitly stipulate a longer term may be lawfully reduced to this term.

8. Where the term of the engagement is not fixed either by the conditions of the agreement or by the nature of the work, it shall be regulated by custom, without power to exceed three months.

9. Where the term of the engagement is not fixed either by the conditions of the agreement or by the nature of the work or by custom, within the limits indicated by the preceding Sections, each of the parties shall be entitled to terminate the contract by notice given to the other party.

Neither of the parties shall give notice to the other in disregard of the time limit of the agreement.

In the absence of an agreement, the term is fixed by custom, without power to exceed one month.

In the absence of agreement and of custom, the term shall be fifteen days

III. Payment of the Salaries, and other Obligations of the Master.

10. The salary shall be stipulated and paid in coin.

In the absence of a stipulation for coin, the contract shall not be allowed to pass when submitted for ratification; the engaged labourer shall be able, until complete liberation of the master from his engagements, to demand from the Magistrate or competent official that his salary still unpaid shall be assessed, and that the payment of it in coin shall be ordered.

The Judge of First Instance, the District Judge, their substitutes, the officer of the public service, and the officials appointed by the Governor-General for this purpose shall be competent to deal with this demand.

11. From the drawing-up of the contract, every engaged labourer, even when on trial, shall be furnished by the master with a little book bearing the name of the hired labourer, in which there shall be stated his services, the nature of these, the time and place where they shall be rendered, the rate of payment, the nature and the times of payment of the remuneration, and, where this has been fixed by agreement, the term of the engagement.

This little book shall be dated and signed by the master; it shall remain in the possession of the person engaged.

12. The payments shall be inscribed in the little book on the dates when they are made.

The same as regards fines or money kept back.

These entries shall be dated and signed by the master or his agent authorised to do so.

13. Unless otherwise stipulated, the contract implies the legal obligation of the master—

(1) To pay the full salary monthly, and even weekly, if the engaged person is not fed and lodged by the master;

(2) To furnish the hired labourer with a suitable lodging, and wholesome and sufficient food, or in accordance with the conditions and resources of the district.

14. Notwithstanding any stipulations to the contrary, the master is under the obligation—

(1) To provide carefully that the service or work shall be performed under proper conditions, as regards the safety and health of the hired labourer;

(2) To grant the hired labourer at least four days' rest per month, without deduction of the cost of victualling and lodging for that time;

(3) As far as is possible, to see that the necessary attention shall be given to the hired labourer if he is ill or injured, for a time at least equal to that of the time stipulated for notice;

(4) To convey the hired labourer back to the district where the contract was signed. The master who hires a labourer who has been brought to him by a recruiting agent shall be under the obligation of conveying the hired labourer back to the district where he was engaged.

The carrying out of the obligation of repatriation shall be claimed by the hired labourer within one month from the expiration of the contract. The master shall comply with this obligation, either by conveying the hired labourer or by paying on his discharge the amount of the expenses of his repatriation.

15. The following stipulations shall be null and void by law :

(1) The deferring for more than one week the payment of any portion of his salary, if the hired labourer is not victualled and lodged by the master ;

(2) The granting to the master of the right to inflict fines exceeding one-quarter of the daily wage. Moreover, no fine shall be inflicted except for the repression of breaches of discipline in the work or in the establishment ;

(3) The requirement that the hired labourer shall bear the cost of the little books, medals, tokens, or other objects which are given him by the master, either by virtue of a legal or disciplinary provision, or for the requirements of the service.

IV. Cancelling of the Contract.

16. The hired labourer may break the engagement without previous notice, and before the expiration of the term, if the master seriously fails in the performance of the obligations of the contract or, even outside the scope of the obligations of his contract, shall be guilty of a grave offence towards the hired labourer, and especially :

(1) If the master or his official shall be guilty of an act of dishonesty towards him, blows or serious injuries, or allows similar acts towards him on the part of the other hired labourers ;

(2) If the morality of the hired labourer shall be in danger in the course of the period of contract ;

(3) If the master or his official shall intentionally cause material injury during, or on the occasion of, the execution of the contract.

17. The hired labourer may also break the engagement without previous notice and before the expiration of the term if, during the course of the period of contract, his safety or health shall be exposed to serious dangers which he has been unable to foresee when he contracted.

18. The master may break the contract without previous notice and before the expiration of the term if the hired labourer shall seriously fail to carry out his contracted obligations, or even, outside those obligations, shall be guilty of a serious offence towards the master, and especially :

(1) If the engaged labourer shall be guilty of an act of dishonesty or of blows or serious injuries committed on his master or on the master's staff ;

(2) If he intentionally causes material injury to them or in carrying out the contract ;

(3) If he shall be guilty of immoral acts during the carrying out of the contract ;

(4) If he compromises by his imprudence the safety of the establishment, of the work, or of the staff.

19. In the event of cancellation of the contract by the fault of the hired labourer, the Judge shall decide, according to the circumstances, if and in what degree the master shall still remain liable for the obligation of sending the hired labourer back to his own country.

The magistrates and officials indicated in §10 (3) shall be competent for this purpose.

V. *Endorsement.*

VI. *Permits for the Recruiting of Labourers.*

28. Recruiting shall take place, in the sense of the present Decree, when any person, native or not, brings natives for more than 10 kilom. from their residence by the promise of putting them in touch with employers disposed to hire labourers for work.

29. No person shall recruit labourers without being furnished with a permit for recruiting.

30. The permit shall be delivered, without charge, to the employers, private persons, or companies, for the recruiting of their own labourers by employees who shall have been for at least three months in their exclusive employ.

It shall be subject to a tax, payable in advance, of 100 fr. in all other cases.

31. The permit for recruiting shall be valid for one year. It shall fix the district within which the recruiting of labourers shall be authorised, and the place to which the recruited natives are to be directed.

32. The permit for recruiting shall be delivered by the district Commissaries, the head officials of "zones," the head officials of sections ("sec-teurs"), and by the other officials and agents appointed by the Governor-General.

33. The permit for recruiting may, where there are serious reasons for doing so, be suspended or refused, either by the Commissary of the district, or, in a case of urgency, by the other officials and agents indicated in §32, who shall, as soon as possible, refer the matter to the Commissary of the district.

34. It shall be determined by an Order of the Governor-General in what forms the permits for recruiting shall be demanded, delivered, refused, or suspended.

35. The Governor-General may, for reasons of public interest and by Order with reasons given, forbid operations of recruiting or hiring to be carried on in the districts which he may determine, or subject these to the condition that the natives shall not be brought into other districts or outside of the territory of the Colony. These Orders shall not be valid for more than the time fixed therein; they may be renewed.

36. The same right appertains, in cases of urgency, to the Commissaries of districts and to the head official of "zones."

They shall communicate at once their decision to the Governor-General, who shall order, with reasons assigned.

If the decision of the Commissaries of the district or of the head official of "zones" shall not be ratified by the Governor-General within a term of four months, it shall legally lapse on the expiration of the said term.

37. Every recruiting agent shall be under the obligation, notwithstanding any stipulation to the contrary—

(1) To furnish the recruited labourer, up to the time of his hiring or of his repatriation, with a suitable lodging, wholesome and sufficient food,

and the necessary attention in the event of sickness or accident—all in conformity with the conditions and resources of the district ;

(2) To repatriate the recruited labourer, if the latter so demands, within a month of his arrival at the place of destination indicated in the permit. The recruiting agent shall comply with this requirement either by remitting to the recruited labourer, or by paying, on his discharge, the expenses of his repatriation.

The recruiting agent shall be released from this obligation as soon as the recruited labourer shall have hired himself to a master or, should he have refused, wrongfully, the engagement which has been offered him by the recruiting agent.

The magistrates and officials indicated in §10 (3) shall be competent to deal with disputes relating to the obligations of the recruiting agent.

VII. Penalties.

38. Any master or hired labourer who shall voluntarily and in bad faith, and without the other party having himself previously violated his engagements, refuse to carry out the obligations imposed upon him by the Decree or convention or by custom, shall be liable to a fine not exceeding 2,500 francs, as regards the master, and 200 francs as regards the hired labourer, and imprisonment for a period not exceeding seven days, or to one of these penalties only.

The hired labourer shall not be prosecuted except at the suit of the master.

39. Infringements of §§11 and 12 of the present Decree shall be punished by a fine not exceeding 200 francs, and by imprisonment for a term not exceeding seven days, or by one only of these penalties.

40. The same penalties shall be pronounced against those who shall be guilty of infringement of §29 of the present Decree.

If, however, the infringer shall have neglected to provide himself with a permit subject to license charges, the penalties of fine and imprisonment may be increased respectively to 400 francs and to one month.

41. Whoever shall engage in recruiting operations when the permit has been refused him, or when the permit delivered shall have been suspended, shall be liable to a fine not exceeding 500 francs and imprisonment not exceeding six months, or to one of these penalties only.

42. Whoever shall be guilty of infringing either the Orders or decisions issued, in carrying out §§35 and 36 of the present Decree, or the obligations imposed by §37, shall be liable to the same penalties. In the judgment condemning the infringer the cancelling of the permit may be pronounced, with refusal of a new one for a term not exceeding five years.

43. In the cases indicated in §38, execution of the judgments condemning the infringer to restitution, to damages and costs, may not be enforced by arrest.

VIII. Protection of Blacks, and specially of Hired Labourers.

44. The Attorney-General and all the officers of the public service shall exercise a special protection over native blacks and immigrants, and especially over hired labourers.

They shall take all lawful means for ensuring the observance of their rights and the safeguarding of their interests, and shall especially control the carrying out of hiring contracts, and shall be empowered to initiate civil action in the name and in the interest of the blacks who have been hired.

IX. Abrogation of Provisions prior to the present Decree.

45. The Decrees of 8th November, 1888, 18th May, 1905, and 3rd June, 1906, relating to the hiring out of labour, as also the Orders relating to the carrying out of these Decrees, are abrogated.

Notwithstanding §14 of the Decree of 8th November, 1888, shall remain in force.

X. Temporary Provisions.

46. As an exception to §10 above, the salary may, provisionally, be stipulated in goods, distinctly specified as regards their nature, quality, and quantity, when the services of the hired labourer shall be required to be given in a district where, at the time of the agreement, the Decree of 2nd May, 1910, shall not as yet be enforced.

§10 shall be applicable from the day on which this Decree shall come into force, and the assessment and payment of the salary in money may be demanded by the hired labourer, so far as regards the agreements previously made.

2. *Ordonnance du 17 novembre, 1910 ; contrats de louage de service. Formalité du visa.* (Bulletin Officiel du Congo Belge, 1911, 307.)

**Order dated 17th November, 1910 : Contracts for the hiring of labour
Formality of ratification.**

3. *Ordonnance du 24 décembre, 1910 ; permis de recrutement. Formalités.* (Bulletin Officiel du Congo Belge, 1911, 457.)

**Order dated 24th December, 1910 : Permits for recruiting labourers.
Formalities.**

IV. Chile

1. *Lei jeneral sobre habitaciones obreras, de 20 de Febrero de 1906.* (Oficina del Trabajo. Las habitaciones obreras en Chile i en el extranjero, p. 75. Santiago de Chile, 1911.)

General Act relating to Workmen's Dwellings. (Dated 20th February, 1906.)

2. *Ordenanza sobre habitaciones para obreros (No. 4980), 17 de Setiembre de 1906.* (Oficina del Trabajo. Las habitaciones obreras en Chile i en el extranjero, p. 101. Santiago de Chile, 1911.)

Regulations relating to Workmen's Dwellings. (No. 4980) (Dated 17th September, 1906.)

3. *Lei No. 1969, de 16 de Julio de 1907, por la cual se autoriza la contratacion de un empréstito hasta de 6 millones de pesos para la construccion de habitaciones destinadas para obreros en las ciudades de la República, cuya poblacion exceda de 8 mil habitantes.* (Oficina del Trabajo. Las habitaciones obreras en Chile i en el extranjero, p. 87. Santiago de Chile, 1911.)

Act No. 1969 of 16th July, 1907, authorising a loan to the amount of 6 million pesos for the erection of Workmen's Dwellings in cities of the Republic having a population of more than 8,000 inhabitants.

V. France

1. *Décret du 9 octobre 1907, portant règlement pour les appareils à vapeur à terre.* (B.d.l'O.d.T., XIV., 1335.)

Decree dated 9th October, 1907, containing regulations for steam appliances on land.

2. *Circulaire du 11 octobre 1909, du garde des sceaux, ministre de la justice, aux procureurs généraux, sur la constatation judiciaire de la nullité des accords et des ordonnances de conciliation contraires aux prescriptions de la loi sur les accidents du travail.* (B.d.l'O.d.T., XVII., 524.)

Circular dated 11th October, 1909, of the Keeper of the Seals, Minister of Justice, to the Attorneys General, relating to legal judgments on the nullity of agreements and of conciliatory arrangements opposed to the provisions of the law relating to industrial accidents.

3. *Note du 12 mars 1910, faisant suite à la convention concernant la réparation des dommages résultant des accidents du travail, signée à Paris, le 21 février 1906, entre la France et la Belgique.* (B.d.l'O.d.T., XVII., 527.)

Memorandum dated 12th March, 1910, in pursuance of an agreement relating to compensation for injuries resulting from industrial accidents, signed in Paris on 21st February, 1906,* between France and Belgium.

4. *Circulaire du 25 mars 1910, du ministre du travail, sur la surveillance médicale des ouvriers exposés à l'intoxication saturnine.* (B.d.l'O.d.T., XVII., 524.)

Circular dated 25th March, 1910, of the Minister of Labour, relating to the medical superintendence of workmen exposed to lead poisoning.

5. *Décret du 26 mars 1910, portant règlement d'administration publique pour l'exécution de la loi du 12 juillet 1909 sur la constitution d'un bien de famille insaisissable.* (B.d.l'O.d.T., XVII., 521.)

Decree dated 26th March, 1910, relating to the regulation of the public service for the enforcement of the Act dated 12th July, 1909,† regarding the constitution of a family property not liable to seizure.

6. *Circulaire du 30 mars 1910, sur l'application du décret du 17 février 1910 (3) relative à la limitation des industries autorisées à veiller et à l'envoi de préavis en cas de dérogation à la durée légale du travail.* (B.d.l'O.d.T., XVII., 525.)

Circular dated 30th March, 1910, relating to the application of the Decree of 17th February, 1910,‡ respecting the limitation of industries authorised for night work and the issuing of a warning in case of relaxation of the legal time limit for work.

7. *Décret du 4 avril, 1910, interdisant le couchage des ouvriers sur les fours à plâtre.* (B.d.l'O.d.T., XVII., 637.)

Decree of 4th April, 1910, prohibiting the sleeping of workmen on plaster kilns.

* Text E.B. I., p. 153.

† Title E.B. IV., p. 302.

‡ Text E.B. V., pp. LIV., 236.

I. The following stipulations are hereby added to §10 of the Decree dated 29th November, 1904* :

"Manufacturers shall prohibit, by their workshop regulations, the sleeping of the workmen on plaster kilns."

8. *Décret du 7 avril 1910, rendant applicable à l'Algérie la loi du 17 avril 1907, sur la sécurité de la navigation maritime et la réglementation du travail à bord des navires de commerce.* (B.d.l'O.d.T., XVII., 637.)

Decree dated 7th April, 1910, making the Act of 17th April, 1907†, on the security of maritime navigation and the regulations for work on board merchant ships, applicable to Algeria.

9. *Article 13 de la loi de finances du 8 avril 1910 sur la déclaration de constitution d'un bien de famille.* (B.d.l'O.d.T., XVII., 633.)

Section 13 of the Financial Act of 8th April, 1910, on the declaration of the constitution of a family property.

10. *Articles 70, 71 et 72 de la loi de finances du 8 avril 1910, relatifs à la caisse des invalides de la marine et à la caisse de prévoyance des marins français.* (B.d.l'O.d.T., XVII., 633.)

Sections 70, 71 and 72 of the Financial Act of 8th April, 1910, relating to the funds of invalids in the Navy and to the insurance funds of French sailors.

11. *Article 95 de la loi de finances du 8 avril 1910, relatif aux pensions des ouvriers des manufactures de tabacs.* (B.d.l'O.d.T., XVII., 635.)

Section 95 of the Financial Act of 8th April, 1910, relating to pensions of workmen in tobacco factories.

12. *Article 100 de la loi de finances du 8 avril 1910, relatif aux conseils consultatifs du travail.* (B.d.l'O.d.T., XVII., 635.)

Section 100 of the Financial Act of 8th April, 1910, relating to Advisory Councils of Labour.

13. *Article 116 de la loi de finances du 8 avril 1910, sur les habitations à bon marché.* (B.d.l'O.d.T., XVII., 636.)

Section 116 of the Financial Act of 8th April, 1910, in regard to cheap dwellings.

14. *Article 126 de la loi de finances du 8 avril 1910, sur les retraites du personnel des chemins de fer secondaires d'intérêt local et des tramways.* (B.d.l'O.d.T., XVII., 636.)

Section 126 of the Financial Act of the 8th April, 1910, in regard to superannuation of employees on branch railways of local interest, and tramways.

15. *Loi du 19 avril modifiant l'article 10 de la loi du 29 décembre 1905 sur la caisse de prévoyance des marins français.* (B.d.l'O.d.T., XVII., 636.)

Act dated 19th April, 1910, amending §10 of the Act of 29th December, 1905.‡ on insurance funds of French sailors.

* Text F.B. III., pp. XLIX., 455.

† Extract, E.B. II., pp. XXXVII., 246.

‡ Title, E.B. I., pp. LXXIV., 14.

16. *Décret du 21 avril 1910, modifiant le décret du 15 décembre 1908 sur l'hygiène et la sécurité des travailleurs dans les chantiers à air comprimé.* (B.d.l'O.d.T., XVII., 637.)

Decree dated 21st April, 1910, amending the Decree of the 15th December, 1908,* on the health and security of workmen in workplaces where compressed air is used.

I. Sub-section 1 of §2 of the Decree dated 15th December, 1908* shall be amended as follows :—

"A medical man chosen by the clerk of works shall carry out the examinations and shall report as below.

"His remuneration shall be at the expense of the undertaking."

17. *Décret du 25 avril 1910, portant addition au décret du 9 octobre 1907,* réglementant l'emploi des appareils à vapeur fonctionnant à terre.* (B.d.l'O.d.T., XVII., 637.)

Decree dated 25th April, 1910, confirming an addition to the Decree of 9th October, 1907,* regulating the use of steam appliances working on land.

18. *Loi du 2 mai 1910, modifiant l'article 33 de la loi du 14 juillet 1908, concernant les pensions sur la Caisse des invalides de la marine.* (B.d.l'O.d.T., XVII., 636.)

Act of the 2nd May, 1910, amending §33 of the Act of 14th July, 1908,† concerning the pensions on the funds of Navy invalids.

ONLY SECTION.—The §33 of the Act dated 14th July, 1908‡ shall be completed as follows :—

"The masters of Algerian coast navigation appointed for the enforcement of the provisions of the Decrees dated respectively 16th October, 1867, 9th July, 1874, and 15th April, 1885, shall be assimilated as far as the present Act applies with the licensed Icelandic masters, and shall consequently be classed in the fourth or fifth rank, according to the time they are in command.

"This assimilation shall apply also to the pensions of the insurance funds of French sailors from the date of promulgation of the present Act."

19. *Circulaire du 3 mai 1910, du ministre du travail sur l'application du décret du 28 décembre 1909 relatif aux surcharges des enfants et des femmes.* (B.d.l'O.d.T., XVII., 638.)

Circular dated 3rd May, 1910, of the Minister of Labour on the application of the Decree of 28th December, 1909, relating to the surcharges of children and women.**

20. *Décret du 12 mai 1910 étendant aux ateliers de décor sur faïence les dérogations relatives à la durée du travail des enfants de moins de dix-huit ans et des femmes.* (B.d.l'O.d.T., XVII., 638.)

Decree, dated 12th May, 1910, extending to china decoration workshops the relaxations of the regulations relating to the time limit of work for children under 18 years of age, and of women.

* Text E.B. IV., p. 75.

† Title E.B. VI., p. 163.

‡ Text E.B. III., p. 358.

** Text E.B. V., pp. LIII., 230.

1. The nomenclature of the industries enumerated in §5 of the Decree dated 15th July, 1893, amended by the Decrees of 26th July, 1895, 29th July, 1897, 24th February, 1898, 1st July, 1899, 18th April, 1901, 4th July, 1902 (*). 14th August, 1903 (†), 23rd November (‡), 24th December, 1904 (**), and 3rd July, 1908 (††), shall be completed as follows :—

“China (fast decoration factories).”

21. *Circulaire du 14 mai 1910, du ministre du travail aux préfets, sur les conditions du travail dans les marchés passés au nom de l'état, des départements, des communes et des établissements publics (bordereaux de salaires. Mesures de contrôle).* (B.d.l'O.d.T., XVII., 639.)

Circular dated 14th May, 1910, of the Minister of Labour to the prefects, on the conditions of work in the markets carried on in the name of the State of the departments of the Commune and of public establishments (statements of salaries), Means of Supervision.

22. *Décret du 31 août 1910, déterminant, en ce qui concerne les spécialistes occupés dans les usines à feu continu des dérogations aux règles générales du repos hebdomadaire.* (B.d.l'O.d.T., XVII., 1105.)

Decree, dated 31st August, 1910, determining relaxations of the general regulations for the weekly rest as regards special workers employed in works where continuous furnaces are used.

1. The hours of rest for employees and special workmen employed in works where continuous furnaces are used and belonging to the classes enumerated below may be arranged under the conditions provided in §§2 and 3 of the present Decree :

(1) **BLAST-FURNACES and APPLIANCES. CONNECTED THEREWITH.**—Superintendents and foremen controlling the working of the apparatus ; tippers ; gangers ; furnace-chargers ; furnace-rollers ; loaders of the bottom ; foundrymen ; cleaners ; granulators ; gas men at the furnace ; stokers and feeders of boilers heated by blast-furnace gases ; workmen employed in the purification of gas ; engineers for blast-fans and lifts ; foundrymen working cupolas for dephosphoration and desulphurisation.

(2) **PIG-IRON MIXERS.**—Superintending and working staff.

(3) **CONTINUOUS FURNACES FOR MAKING STEEL.**—Superintendents and foremen in charge of the working of the appliances ; chargers ; foundrymen ; gas-men ; tap-men and cleaners ; men employed in the casting ; in the work of the pig-iron moulds in the founding-pits ; ingot-strippers.

(4) **SHAFTS AND FURNACES FOR REHEATING STEEL INGOTS.**—Superintendents in charge of the working of the appliances and stokers.

(5) **SUNDRY BLISTER OR CEMENT STEEL AND CONTINUOUS FURNACES FOR THE MANUFACTURE OF CRUCIBLE STEEL.**—Foremen in charge of the working of the appliances and stokers.

(6) **COKE OVENS.**—Foremen in charge of the working of the appliances ; ingot chargers ; régaleurs, rammers, attendants for stoves or heating lamps, and for hydraulic mains ; workmen employed on the recovery of the by-products ; engineers for the working of the motors.

* Title F.B. I., p. 429.

† Text F.B. II., p. 372.

‡ Title F.B. III., p. 455, No. 1.

* Title F.B. III., p. 460, No. 5.

†† Text E.B. III., p. 358, No. 5.

(7) *GAS PRODUCERS AND RECOVERY FURNACES OTHER THAN COKE OVENS.*—Working staff where the operations do not require the simultaneous work of more than two workmen for each shift.

(8) *GAS WORKS.*—Retort stokers where there are not more than two workmen for each shift.

(9) *ZINC FURNACES.*—Foremen in charge of the working of the apparatus; workmen engaged in the charging and discharging of the retorts and crucibles, ore mixers, and coal feeders.

(10) *SHAFT FURNACES FOR LEAD AND COPPER METALLURGICAL OPERATIONS.*—Superintendents and foremen in charge of the working of the apparatus; staff of workmen employed in working the furnaces, where the operations do not require the simultaneous work of more than six workmen per shift.

(11) *FURNACES FOR REFINING OF COPPER AND MATTE-CONCENTRATES.*—Two founders for refining and concentration furnaces; two founders and two workmen for the mixture of ores for copper furnaces.

(12) *CONTINUOUS REVOLVING FURNACES FOR SINTERING MINERALS OR MAKING CEMENT.*—Foremen in charge of the working of the apparatus and furnacemen.

(13) *VARIOUS OTHER STOVES FOR THE CALCINATION OR ROASTING OF MINERALS.*—Foremen in charge of the working of the apparatus.

(14) *GLASS FACTORIES.*—Staff engaged on the heating and working of the furnaces, the tapping and the cutting.

(15) *CONTINUOUS FURNACES FOR POTTERY WORK.*—Foremen in charge of the working of the apparatus and furnacers.

(16) *CHEMICAL WORKS.*—Staff attached to the chambers or other continuous appliances for the manufacture of sulphuric acid; the staff in charge of the working of continuous appliances for concentration, oxydation, calcination, decomposition, absorption, and condensation, where the operations do not require the simultaneous work of more than two men on each shift; the chief engineer in charge of the general service of distribution of power or the distribution of compressed air.

(17) *CARDBOARD FACTORIES HAVING LESS THAN THREE MACHINES.*—Operators of fibre-extracting machines, governors of the refining cylinder, foremen of the colour mixers, operators of the paper machines and dryers.

(18) *ELECTROMETALLURGICAL FACTORIES.* Superintendents and foremen in charge of the working of the appliances.

2. In factories where the work is carried on alternately by two shifts, each employee or workman enumerated in the preceding Section shall have a rest of twenty-four consecutive hours once every fortnight at least, or of eighteen consecutive hours once a week at least when the shift changes, and he shall have, in addition, a compensating rest of twenty-six days per year.

In factories where the work is carried out without alternate shifts, the number of rest days to which the employees or workmen ranked as specialists by §1 are entitled may be reduced to twenty-six days per annum if these specialists work only between 5 a.m. and 9 p.m., and during a time which does not exceed ten hours out of the twenty-four hours.

If, by reason of exceptional circumstances, a workman should not have totalled twenty-six complete rest days during one year which are allowed to him in the two preceding paragraphs, the principals, directors, or works managers shall make up to him the full complement before the 1st March of the following year, without prejudice to the rest days to which he is entitled in the new year.

As regards the employees or workmen entering the service of the firm in the course of the year, the number of the rest days shall be calculated *pro rata* to the number of weeks they have been with the firm.

3. In factories with continuous furnaces where the work is carried on by three gangs, each working in eight-hour shifts, or where two shifts alternately work each week a certain number of consecutive hours, which in no case shall exceed twelve, the weekly rest of each workman of these shifts may be reduced to twenty hours per week for two consecutive weeks, providing that this rest must be twenty-four hours the following week.

4. In all factories availing themselves of the relaxations of the regulations as provided for under the present Decree, the principal, director, or works manager shall be required to record in a numbered and initialled register the names of the employees and workmen working under these relaxations of the regulations, as well as the class of work in which they are respectively engaged.

For each of them this register shall indicate the periodical days and hours of rest provided by §§2 and 3, and, in the case of §2, the dates of the days of rest provided by §§1 and 2 of the said Section, before the rest has been granted or as soon as the absence of the workmen shall have been ascertained.

This record shall be at the disposal of the workmen; it shall be countersigned by the factory inspector on the occasion of his visits.

5. The present Decree shall come into force within three months from date of publication.

As a temporary measure, the compensating rest provided by §2 (1) may be reduced to fifteen days during the first year of its application, or to twenty days during the following year.

Until the expiration of a period of ten years from the date of publication of the present Decree, the number of compensation rest days allowed to the persons mentioned under (15) of §1, may be reduced to fifteen days per annum in factories which have only two continuous furnaces.

6. The stipulations of the present Decree shall not apply to employees protected by the Act dated 2nd November, 1892, referring to the work of children, girls under age, and women in industrial factories.

7. The Minister of Labour and Friendly Societies is responsible for the enforcement of the present Decree, which shall be published in the *Journal Officiel* of the French Republic and inserted in the *Bulletin des Lois*.

23. *Décret du 13 septembre 1910, portant promulgation de la convention internationale sur l'interdiction du travail de nuit des femmes employées dans l'industrie, signée à Berne le 26 septembre 1906. (B.d.l'O.d.T. XVII., 1108.)*

Decree dated 18th September, 1910, notifying the promulgation of the International convention relating to the prohibition of night-work by women in industrial occupations, signed at Berne on the 26th September, 1906.*

* Text E.B. pp. XXXIII., 272.

1. The Senate and the Chamber of Deputies having approved of the International Convention relating to the prohibition of night-work by women in industrial occupations, signed at Berne on the 26th September, 1906, between France, Germany, Austria-Hungary, Belgium, Denmark, Spain, Great Britain, Italy, Luxemburg, Holland, Portugal, Sweden, and Switzerland; the ratifications of this Act having been deposited at Berne by France, Germany, Austria-Hungary, Belgium, Great Britain, Italy, Luxemburg, Holland, Portugal, Sweden, and Switzerland; France having adhered to the above Convention, as regards Algeria, on 26th March, 1909, and, as regards Tunis, on 15th January, 1910; Great Britain having adhered, on 21st February, 1908, as regards the following Colonies and Protectorates; Ceylon, Fiji, Gibraltar, the Gold Coast, the Leeward Islands, New Zealand, Northern Nigeria, Trinidad, the Protectorates of Uganda; the said Convention, the text of which follows, shall be carried out in full.

(Here follows the text of the Convention.)

2. The Minister for Foreign Affairs and the Minister of Labour and Friendly Societies are, each in his own Department, entrusted with the execution of the present Decree.

24. *Décret du 28 octobre 1910, portant promulgation de la convention franco-anglaise du 3 juillet 1909, concernant la réparation des dommages résultant des accidents du travail.* (B.d.l'O.d.T., XVII., 1353.)

Decree of 28th October, 1910, notifying the promulgation of the Franco-British convention of 3rd July, 1909,* concerning compensation for damages resulting from accidents during work.

1. A Convention relating to compensation for damages resulting from accidents during work having been signed at Paris on 3rd July, 1909, between France and Great Britain, and the ratification of this Act having been exchanged in Paris on 13th October, 1910, the said Convention, the text of which follows, shall receive its full and complete execution.

(Here follows the text of the Convention.)

2. The Minister for Foreign Affairs and the Minister of Labour and Friendly Societies are, each in his own Department, entrusted with the execution of the present Decree.

25. *Décret du 22 août, 1910, sur l'hygiène des établissements dont le personnel est exposé à l'infection charbonneuse.* (B.d.l'O.d.T., XVII., p. 1001.)

Decree of 22nd August, 1910, relating to the Sanitary Arrangements of Establishments where the Workers are exposed to Anthrax Infection.

In the establishments contemplated in §1 of the Act of 12th June, 1893, modified by the Act of 11th July, 1903,† where are handled in the raw state skins, fur, horse-hair, hog's bristles, wool, horns, bones, or other products of animals liable to be infected with anthrax, the principals, directors, or works managers, shall be required, irrespective of the general measures prescribed by the Decree of 29th November, 1904,‡ to adopt the special measures of protection and hygiene mentioned in the following articles:—

1. In regard to the application of the present Decree, shall be considered as in the raw state, such products or animal remains as have not undergone the treatment mentioned below:

* Text E.B. IV., p. 163.

† Text F.B. II., pp. LVII., 371.

‡ Text F.B. III., pp. XLIX., 455.

Horse-hair, furs and hogs' bristles : Stoving at 103 degrees for one hour, or soaking for two hours in boiling water, or bleaching ;

Skins : Tanning ;

Wools : Industrial degreasing ;

Bones and horns : Stoving at 103 degrees for one hour or soaking for two hours in boiling water, or treatment with powerful antiseptics.

All other methods of disinfection which the Minister of Labour, after taking the opinion of the Consultative Committee for Arts and Manufactures, shall recognise as equivalent, may also be allowed.

2. A medical man appointed by the principal of the establishment shall carry out the following inspections and make the required reports : his remuneration shall be at the expense of the undertaking.

As soon as it shall come to the knowledge of principals, directors, or works managers that a worker is suffering either from a form of pimple, cut, abrasion, or crack which has not healed up after three days' dressing in the factory, they shall have him at once examined by the doctor, who shall prescribe the necessary treatment. The name and age of the worker and the work in which he was occupied, the origin of the substances recognised as liable to have caused the infection, as also the result of the medical examination, shall be entered in a special register.

Every establishment shall be provided with a " first-aid " box containing the remedies and materials for dressing, as prescribed by Ministerial Order. This box shall be always kept in good condition, and placed in an easily-accessible position.

3. The principals, directors, or works managers shall be required to provide the workers with impermeable aprons and legging overalls for all work in which the body is liable to come in contact with the water used in the treatment of the products or animal remains mentioned in §1.

4. The following industries shall be considered as dangerous within the meaning of §5 hereunder, where materials are treated which have come from districts indicated in an Order of the Minister of Labour and Friendly Societies, after consultation with the Minister of Commerce and Industry and the Minister of Agriculture :

(1) The preparation of horse-hair ,

(2) The plucking, washing, and sorting of wools ;

(3) Tawing, tanning, and furriery ;

(4) The sorting of bones and horns and the treatment of the same.

The following operations shall also be regarded as dangerous within the meaning of the same Section : The unpacking, manipulation and other operations performed in a dry condition, before disinfection of the materials enumerated in §1 and which have come from the regions indicated in the order above referred to.

5. In those parts of the establishment specially devoted to the carrying on of the industries or to the performance of the dangerous operations defined under §4, the following precautions shall be observed :

(1) In the workrooms the flooring shall consist of an impermeable covering or of a sectional paving which can be easily washed. The walls shall have a coating which can be thoroughly washed or shall be lime-washed. This limewash coating shall be renewed whenever necessary, and especially when a case of anthrax has occurred. The tables, benches, and seats, also the floor and walls, shall be washed as often as may be necessary with a disinfecting solution.

The tools shall be submitted to frequent disinfection.

(2) In the store-houses where the materials referred to in §1 are kept, every space temporarily unoccupied shall be cleaned with a disinfectant.

(3) In the case of wool, horse-hair, bristles, and fur the handling shall be done, wherever possible, in closed vessels.

Operations which cannot be performed in this manner, such as the opening of bales and, where necessary, the dusting, shall be done under conditions which enable all the refuse to be collected and finally destroyed.

(4) In premises separated from the workrooms and storehouses where dangerous operations are carried on, there shall be provided for the use of the workers a dressing-room and lavatory, carefully attended to, provided with basins and taps in sufficient number, with abundant water and soap, and for each workman a towel that shall be changed at least once a week.

The dressing-rooms shall be provided with cupboards, or lockers closed with lock and key or padlock, the ordinary clothes being kept separate from the working clothes.

In default of a separate cupboard divided into two compartments, every worker shall have at his disposal two clothes-pegs on opposite sides of the dressing-room, for the purpose of receiving on one side his ordinary clothes, and on the other side his working clothes.

The clothes-pegs shall be separated by a space of at least 30 cm.

(5) The workers shall be provided with overalls, for handling materials in the raw state. They shall also be provided with protections for the neck, for the transport of those materials which have to be carried on the shoulder. Unless impracticable, all raw materials shall be carried in carts or hand barrows.

6. The Minister of Labour and Friendly Societies, by order issued on the report of the industrial inspectors, and after consultation with the consulting committee of arts and manufactures, shall have power to grant to an establishment, for a fixed term, relief from the whole or a portion of the provisions of §5 (3) if it be recognised that the application of these provisions is practically impossible, and that the health of the workers is ensured under conditions at least equal to those which are fixed by the present Decree.

7. The principals, directors or works managers shall be required to affix in a conspicuous position of the working premises—

(1) Workroom regulations, imposing on the workers the following duties : That they shall use the various working clothes and other working articles placed gratuitously at their disposal ; that they shall make use of the dressing-room and the wash-stands referred to in §5 (4), make good use of the provisions for cleanliness whenever leaving the premises, and bring no food into the workroom ;

(2) A notice pointing out the dangers of anthrax, as also the precautions to be taken in order to avoid them, and the necessity of the workers to make the declaration indicated in §2 ;

(3) The name and address of the medical man entrusted with the medical service of the establishment.

The terms of the notice mentioned in the present Section under (2) shall be fixed by a Ministerial order.

8. The time allowed for putting in practice the measures prescribed in the present regulations is fixed at one year from the date of their promulgation, save as regards §5 (1), (3), and (4). For carrying out the alterations entailed by the three latter Sub-sections, the time limit shall be three years.

9. The Minister of Labour and Friendly Societies is charged with the enforcement of this Decree, which shall be published in the *Journal Officiel* and inserted in the *Bulletin de lois*.

26. *Décret du 2 juin 1911, prescrivant des mesures particulières d'hygiène dans l'industrie de la couperie de poils.* (B. d. l'O. d. T., XVIII., 720.)

Decree dated 2nd June, 1911, prescribing the special sanitary measures to be taken in the industry of fur cutting.

1. In all fur-cutting operations, the principals, directors, or works managers shall be required to adopt, in addition to the general measures prescribed by the Decree of 29th November, 1904,* the special protective and sanitary measures set forth in the following Sections:—

2. The storing of skins, waste, and fur in the workrooms shall be forbidden. None other than such skins as are required for one day's work shall be allowed to remain there.

3. All waste waters from the washing of skins shall be immediately discharged through closed pipes from the working places.

4. The preparation of mercuric nitrate (secret) shall be carried on in such a manner that the worker engaged in this work shall not breathe the nitric fumes.

In places where the operation of carrotting (secrétagé) is carried on, the carrotting tables, the covering of the adjacent walls up to a man's height, and that of the floors shall be waterproof.

The nitrate solution which drains from the skins, from the brushes, and from the carrotting tables shall be collected direct into tanks.

Every week the carrotting tables, the adjacent walls up to a man's height, and the floors shall be flushed with the hose. The drainage from this flushing shall be discharged in the manner prescribed in the preceding Section.

5. The carrotting stove shall be so arranged as to allow of no escape into the workroom of any vapours, gas, or dust, even when the door of the stove is open.

The stove shall be provided with such an arrangement that the workman shall not require to enter it for the purpose of placing or removing the carrotted skins.

6. The brushing of the carrotted skin and the cutting and blowing of the hides shall be performed in a closed apparatus or by means of an arrangement effectually preventing the dissemination of the dust.

7. For the use of workers engaged in the operations mentioned in §6, the directors of works shall provide and maintain free of charge overalls and head coverings, for exclusive use in the work.

8. No workman shall be admitted to the work of "secreting" unless his arms and hands are efficiently protected by means of a suitable cloth covering or wrapper.

9. The dressing-rooms and wash basins shall be installed in a place entirely separate from the workroom where the "secreting," the brushing of the secreted skins, and the cutting and operations of hides are carried on.

* Text F.B. III., pp. XLIX., 455.

All wash basins shall be provided with drinking water for rinsing out the mouth, and soap shall be provided.

10. The Minister of Labour and Friendly Societies may, by order issued on the report of the factory inspectors, and after conferring with the consulting committee of arts and manufactures, grant an establishment, for a fixed term, release from the whole or a portion of the provisions of §4, Sub-section (2), and §§5 and 9, if it is recognised that the application of these provisions is practically impossible, and that the health of the workers is assured under conditions at least equal to those fixed by the present Decree.

11. No worker shall be allowed to take part in the operations contemplated in §§4, (Sub-sections (1) and (2), and 6 of the present Decree, unless he be furnished with a medical certificate stating that he shows no symptom of serious hydrargyriasis.

No worker shall be kept at the same work unless the certificate be renewed every three months.

These certificates shall be issued by a medical man appointed and paid for this purpose by the works manager.

A special register shall be kept, which shall be always visible and at the disposal of the factory inspector, in which shall be entered all the conclusions expressed in the certificates issued by the doctor, in compliance with the present Section.

12. The works directors shall be required to post up in a conspicuous position of the working premises—

(1) The text of the present Decree ;

(2) Workroom regulations imposing on the workers the following duties :

To use overalls and head-coverings, as prescribed by §7, and to provide themselves with the means of protection indicated in §8 ;

To use the dressing-rooms and wash-basins, to rinse the mouth, and to give attention to cleanliness each time of leaving the workrooms ; to bring neither food nor drink into the workroom ;

(3) A warning calling attention to the dangers of hydrargyriasis, as also the precautions to be taken in order to avoid them or prevent a recurrence ;

(4) The name and address of the medical man entrusted with the issue of the certificates.

The terms of the warning indicated in Sub-section (3) shall be determined by Ministerial Order.

The posting up of the notice can be substituted by the distribution to the workers of a booklet containing the text of the regulations and the prescribed instructions.

13. The time limit for putting in force the measures set forth in the present Decree is fixed at six months from the date of its promulgation, save as regards §4 (paragraph 2), and §§5 and 9.

For the carrying out of the alterations entailed by §4, paragraph 2, and §§5 and 9, a time limit of three years is allowed.

14. The Minister of Labour and Friendly Societies is entrusted with the enforcement of the present Decree, which will be published in the " Journal Officiel " of the French Republic, and inserted in the " Bulletin des Lois."

VI. Iceland

Lög um almennan ellistyrk, Nr. 17, 9 júlí 1909.

Act dated 9th July, 1909, relating to general relief of the aged.

1. A relief fund for the aged shall be formed in every town and commune in the country. The ordinary relief funds existing in the towns or communes shall be amalgamated with these funds.

The Public Treasury shall pay to these funds an annual subsidy amounting to 50 öre for every person liable to contribute to the fund during the corresponding year.

2. Every man and woman between the ages of eighteen and sixty shall contribute to the relief fund for the aged, with the exception of the following persons :—

(a) Those receiving public relief ;

(b) Those who have the expense of maintaining one or several poor persons, and those who, owing to illness or for any other reason apart from their will, are unable to earn a living, on condition that the Communal Authority shall declare that they are unable, on account of their poverty, to pay the contribution, and that they shall pay no tax to the Commune ;

(c) Those undergoing a penal sentence ;

(d) Those who will receive an annual life income of at least 150 crowns from the age of 60 years.

3. Every man liable to contribute to the fund shall pay 1 crown 50 öre, and every woman 75 öre per annum.

4. The relief fund for the aged shall have power to grant authority for the exercise of the functions provided for in §1 of the Act dated 2nd February, 1894, amending the Act dated 26th May, 1863, relating to small holders.

5. At the end of the month of January in each year the Communal Authorities shall draw up the list of all persons liable to contribute to the Communal Fund. In towns, these lists shall be drawn up by three persons elected for the purpose by the Municipal Council from among its members. These lists shall include all persons residing in the city or in the Commune on 1st January. Should there be any doubt as to the residence of any person, his or her name shall appear on the list of the Commune in which he lived until the new year. All persons having reached their eighteenth year on 1st January, as well as those having attained their sixtieth year on the same day, shall be included on the list. This list shall be drawn up in conformity with the form decreed by the Ministry.

The Chief of Police at Reykjavik, and the pastors in their parishes, shall supply to the persons whose duty it is to draw up these lists all the necessary particulars to be found in the registers of the population at Reykjavik, and in the registers of the congregations in the other localities.

6. Persons liable to contribute to the relief fund for the aged shall not only pay their own subscription to the same, but shall also pay the subscription on behalf of others in the following cases :—

(a) Married men shall pay their wives' subscriptions so long as the marriage is not legally dissolved, and as long as they both live in the same Commune ;

(b) Legitimate and adopted parents shall pay the subscription of their legitimate or adopted children who are employed in their house, maintained by them, or for whose education they pay ;

(c) The master shall pay the subscription for his domestics and other servants ;

(d) Employers shall pay the subscription for their workers (apprentices and journeymen) ;

(e) Tradesmen, commercial agents, and other employers shall pay the subscription on behalf of persons in their permanent service, unless they board elsewhere ;

(f) The head of the house shall pay the subscription on behalf of the daily workers living with him during their last year of service, and also for agricultural labourers who have no house of their own.

When the Communal Authority or the Municipal Council shall have satisfied themselves that these persons are indigent, the obligation to pay the subscription on behalf of third parties shall pass to these third parties themselves. Persons paying subscriptions on behalf of others shall be at liberty to place the total of the same to the debit of the parties concerned, and to deduct it from their salaries.

7. Lists of persons liable to the subscription, and drawn up as before described, shall be open to public inspection every year from the 1st to 7th February, in a suitable part of the Commune. The place where the list is on view shall be announced one week in advance.

8. Whoever shall have reason to believe that any person has been wrongly entered on the list, or has been omitted therefrom in the same way, may bring his claim before the Communal Authority or the Municipal Council, who shall deliver its decision within the following fourteen days. Appeal against this decision may be made before the 15th March following to the mayor competent to deal with the same, whose decision shall be final. The lists shall be forwarded to the Mayor or head of the Commune before the 15th April.

When one and the same person shall have been included in the lists of different Communes he may obtain reimbursement of the subscription paid in excess from the relief fund of the Commune in which he had no permanent residence on 1st January ; he shall bring proofs of this circumstance before the mayor during the course of the year in question.

9. As regards the towns, the mayors, and, in the case of Communes, the heads of the Communal Authority shall collect subscriptions at the time of the census, and shall send the amount to the head office of the savings bank ; an indemnity of 2 per cent. on the collected amounts shall be reserved to them.

10. In the towns, the mayors, and in the Communes, the heads of the Communal Authority shall keep the accounts of the banks and preserve the documents. The annual accounts shall be sent at the end of January of the following year to the Communal Authorities or Municipal Council, who shall appoint two persons to verify the said accounts, after which the authorities shall approve them. In towns, the Council shall hand every year to the Ministry an annual report on the state of the provident funds ; the heads of the Communal Authorities shall be under the same obligation. The Government Organ shall publish a report every year on the state of the old-age benefit funds for each town and local authority.

11. The instalments to be paid into the benefit funds may be recovered by distraint in accordance with the law of 16th December, 1885, relating to summary seizure, being treated in the same manner as taxes to be recovered in the event of bankruptcy or death.

12. In each Commune there shall be made every year, on the application of the deserving poor, a distribution of two-thirds of the subscriptions paid in to the old-age benefit funds of the Commune during that particular year, one-half from the State grant for the year and one-half of the interest on the capital of the fund for the previous year.

13. Each year, on the expiration of the month of July, the head of the Communal Authorities shall inform the Communal Authorities of the amount remaining for distribution in the same year from the fund; the same obligation rests on the mayors as regards the Municipal Councils, after which the said Councils and Authorities shall publish the matter in the Commune before the expiration of the month of August.

14. The relief to be distributed annually shall be paid by the Communal Authorities and the Municipal Councils to those indigent persons who shall have completed their sixtieth year and shall reside in the Commune, without investigating whether they are entitled to receive public relief; it shall be sufficient that they are entitled to do so in Iceland, and that they have received no public relief within the last five years. In all cases the Communal Authority shall be authorised to allow to a wife separated or divorced from her husband, or to a widow the relief to which the aged are entitled, although the husband may have received public relief when they lived together, provided five years shall not have elapsed since the time when this relief may have been given her. In quite exceptional circumstances the Communal Authority is entitled to give assistance above indicated to indigent poor, of feeble health, even where they have not attained their sixtieth year.

Medical and pharmaceutical relief, hospital expenses, bandages, and other expenses of the same kind shall not be considered as public relief when it is a question of obtaining old-age relief.

On the occasion of the distribution of relief, the degree of poverty of the party shall be taken into account, as also as to whether he is temperate and honest.

15. Any person desiring to receive assistance from the old-age relief fund shall make application in writing each year before the end of the month of September to the respective local authority; the application shall contain the necessary particulars in support of the request.

The application shall be accompanied by a declaration of an honest and trustworthy citizen, to the effect that the particulars presented are accurate.

16. The relief shall be distributed on the 31st October at latest. It shall be given in the form of a single payment for one year; it shall not be less than 20 nor more than 200 crowns.

The Government shall fix the other regulations relating to the distribution of relief.

17. Should the Communal Authority not receive the application, or should it appear useless, for valid reasons, to distribute the full amount of relief indicated in §16, the surplus shall be returned to the fund.

18. The present Act shall come into force on the 1st January, 1910.

The contributions shall be collected for the first time on the occasion of taking the new census of 1910.

19. The Act of 11th July, 1890, relating to relief to the poor, and that of 18th December, 1897, amending the preceding Act, shall be abrogated.

2. *Lög um námsskeið verzlunarmanna*, Nr. 52, 30 júlí, 1909.

Act of 30th July, 1909, relating to commercial apprenticeship.

1. Any trader, manager of a co-operative society, or other person who, in the exercise of management of a trade in a town, shall engage a person of less than eighteen years of age as an apprentice, shall be required to draw up a contract of apprenticeship indentures. The Superintendent of Police shall initial the contracts of this nature, certifying that they have been made in conformity with the provisions of the present Act. Should the above provisions not have been observed, the contract shall be null and void. The Ministry shall prepare special forms for the drawing up of these contracts, which shall be delivered without charge to the Superintendent of Police.

2. Boys and girls of less than twelve years of age cannot engage themselves as apprentices.

3. The contract shall contain particulars of the term of the apprenticeship. It shall not in any case exceed five years, including the period of probation (§5).

4. The contract shall state exactly the form of salary which the apprentice shall receive. It shall consist of board, lodging, or maintenance, or of a monthly salary, which shall be paid either wholly or in part in cash.

Should there be a training school in the locality in which the apprentice is bound, the apprentice there shall receive free instruction and the necessary time shall be accorded him for this purpose.

5. The first two months of the apprenticeship shall be considered a time of probation in the course of which the parties may terminate the contract without reason given, on condition, as regards the apprentice, that he shall have attained his sixteenth year during this time, or, should he not have reached this age, the termination of the contract shall come from his father or his guardian.

Under these circumstances neither parties shall be liable for compensation to the other, unless otherwise stipulated in the contract.

6. The apprentice shall render fidelity, obedience, and service to his master and assist him in all possible ways.

Should the apprentice be guilty of any dishonest act he may be dismissed.

7. In regard to apprentices of less than eighteen years of age, the working hours shall not exceed twelve hours a day, including the hours of his work as apprentice and two hours for rest and meals.

Except in the event of urgent necessity the master shall not allow the apprentice to work between 9 o'clock in the evening and 6 o'clock in the morning.

8. On State Church holidays the master may not cause the apprentice to work, except in the case of urgent necessity, or of stock-taking, in the warehouse.

In summer the apprentice shall be entitled to ten days' leave of absence.

9. During the period of apprenticeship, the master shall watch over the education and moral conduct of the apprentice as far as this is possible, and protect him from immoral influences.

He may not employ the apprentice on other occupations than those of his own trade. He shall especially see that the apprentice acquires a practical acquaintance with accounts. When the apprenticeship has terminated, the apprentice shall be entitled to receive from the master a certificate declaring that the apprenticeship has terminated, and reporting upon the conduct and good character of the apprentice.

10. Should an apprentice become ill without any fault attributable to him, the master shall pay him his salary for six weeks from the time the illness declared itself, as also the hospital expenses during the same time. These provisions may not be modified by agreement.

11. The apprenticeship contracts shall terminate—

(1) When the master discontinues his business or is declared insolvent ;

(2) When the master dies and the apprentice wishes to terminate the contract (if necessary, with the consent of his guardian).

12. Any differences between parties with respect to the apprenticeship contract shall be settled by arbitration. The arbitration council shall consist of two traders or managers nominated by a master and two business employees nominated by the apprentice ; the mayor shall be *ipso facto* president of the council ; should either of the parties refuse to nominate the members of the council, the other party may nominate the four councillors. When one of the parties desires the council to meet he shall apply to the mayor, either in writing or verbally, and the latter shall summon the parties to meet in eight days at the latest, together with the council. The differences shall be finally settled by the majority of votes.

The parties may, however, in exceptional circumstances, and only for once, have the matter postponed for eight days. The decision of the council shall be absolutely binding on both parties. Should one of the councillors be absent, the others shall decide in proportion.

The decision of the Council may terminate the contract of apprenticeship ; it may grant damages to the party injured.

13. Infringements of the present law shall be punishable by a fine of from 10 to 200 crowns ; these infringements shall be treated as ordinary police matters.

14. The present Act abrogates that of 16th September, 1893, relating to apprenticeship, as regards everything relating to business apprentices and principals of commercial undertakings in towns.

3. *Namulög Nr. 57, 30 júlí, 1909.*

3. **Mining Law No. 57, dated 30th July, 1909:**

[EXTRACT].

25. The Icelandic Ministry is authorised to draw up a decree relating to the work in mines. This Decree shall contain, among other regulations for the protection of life and health of miners, regulations relating to the exhaustion of mines, in such a manner as to offer sufficient security, to the exact demarcation of the surveyed mines, and to the discharge of water in mines ; they shall also contain regulations relating to official surveillance.

Infringements of the regulations of the Decree may be punished by fines up to the amount of 1,000 kronen, unless heavier punishments are provided on the basis of another law.

VII. Montenegro

Act relating to Privileges (Concessions) and the Promotion of National Trade (Industries). (Dated 18th February–3rd March, 1911.)

[EXTRACT.]

II. In addition to the requirements mentioned in §§9 and 10 of this Act, there shall also be clearly expressed :—

(6) That the proprietor of the industry will make provision in his establishment for young workmen ;

(7) The number of Montenegrin workers that he employs in the establishment ;

(8) The applicant shall expressly engage to establish a Workers' Fund immediately after the opening of his establishment, in accordance with regulations to be submitted to the Minister therewith concerned, before the final signing of the concessions.

29. An industrial undertaking is entitled to enjoy the whole or a portion of the concessions of the present Act, if he engages—

(c) to make provision for young workers ;

(d) to employ in the establishment at least 80 per cent. of Montenegrin workers ;

(e) to establish a Workers' Fund.

To this fund, until it has attained the necessary importance, the workers shall contribute 65 per cent., the proprietor 35 per cent. The proprietors shall submit to the Minister concerned therewith regulations for the insurance of workers, for his approval.

VIII. Norway

Lov om forandring i lov om tilsyn med arbeide i fabrikker m.v. av. 10 Sep. 1909.
Den. 25 Juli 1910. (Norsk Lovtidende 1910, 453.)

Act to amend the Act relating to the inspection of work in factories, etc., of 10th September, 1909. (Dated 25th July, 1910.)

The last sentence of §45 of the Act relating to the inspection of work in factories, etc., of 10th September, 1909, shall read as follows :—

“The same prohibition shall apply in respect of any workman who is a member of a local Inspecting Authority or of the Labour Council, so far as concerns the undertakings in which he is employed.”

IX. Peru

Ley de accidentes del trabajo de 20 de Enero de 1911. (Boletin del Departamento Nacional del Trabajo, 1911, Nr. 16, 225 ; Boletin del Instituto de Reformas Sociales, VIII., 1213.)

Act relating to accidents to workmen, dated 20th January, 1911.

PART I.

General Principles.

1. The employer shall be responsible for any accidents which occur to his workmen and employees in the course of work, or directly occasioned thereby.

2. The responsibility fixed in the foregoing Section shall apply to the following industries :

(1) Production or transmission of electric, steam, gas, or other power producing mechanical energy.

(2) Electric or gas lighting service.

(3) Fixing, repairing, or dismounting of electric conductors or lightning conductors.

(4) Fixing, maintenance, and repair of telegraph and telephone systems.

(5) Naval construction and repairs.

(6) Construction, repairs, maintenance, and working of railways, bridges, and roads.

(7) Land, marine, river, and lake transport, provided the same is done by mechanical traction.

(8) Agricultural operations employing motors worked by power, distinct from hand power only as regards the staff exposed to the danger of the machines.

(9) Wharfs or quay companies, for loading and discharging, with mechanical appliances worked by power distinct from hand labour.

3. In the mining industry the obligation imposed by the present Act shall apply to :

(1) Metallurgical workshops with the attached mines and works.

(2) Reduction or ore-dressing works where motive power is employed distinct from hand labour.

(3) Mines, salt-mines or works, quarries, deposits of coal, petroleum borates, saltpeter, guano, and other similar substances, where more than thirty-five hands are employed.

4. The following shall also be subject to the responsibilities designated under §1.

(a) Enterprises engaged in the construction, repair, or demolition of buildings ;

(b) Factories, workshops, and industrial establishments where any kind of power distinct from that of hand labour is employed.

5. The provisions of the present Act shall be binding upon the State, departmental councils, municipal councils, associations of public benevolence, and public educational establishments in all building operations which are carried out by the respective authorities, in the factories and establishments or industries maintained by them, and on the same conditions as fixed for private undertakings. In all works and buildings executed by contract on the part of the State and the institutions above enumerated, the contractor shall be the only party responsible for the accidents which may occur, and, as such, shall be obliged to pay the compensations fixed by the present Act.

6. The present Act shall only be applicable to those workmen and employees whose annual remuneration does not exceed £120 (Peruvian) per annum.

7. If the remuneration exceeds £120, common law shall be applied, but the workmen and employees, their representatives, and those interested in the indemnities may avail themselves of the present Act up to the said sum, in which case it shall be understood that renunciation is implicitly made as regards all compensation for losses and injuries, in accordance with the regulations of common law.

8. Workmen and employees shall not, as regards compensation for accident, have any other rights and claims than those granted by this Act.

9. Claims for damages and losses not comprised under the present Act shall be subject to the provisions of the common law.

10. If the accident has been caused without the fault of the employer, the responsibility established by this Act shall not be executed except upon the funds, goods, and rights invested in, existing in, or derived from the work or industry in which the accident was caused. With the judicial liquidation of the assets of the industrial concern the obligation of the contractor shall cease, but it shall devolve upon the latter to give proof that he was not responsible for the accident.

11. Suits brought for the purpose of claiming the fulfilment of the obligations imposed by this Act must be brought within one year of the date of the accident; and for the abandonment of the action a year must elapse since the last judicial proceedings.

12. All renunciations of the benefits of this Act shall be null and void, and, in general, any agreement contrary to those benefits.

PART II.

Medical Assistance.

13. Every contractor, whatever the industry or work, and even if he employs a smaller number of workmen than that fixed under this Act, and whatever may be the remuneration of the victim, shall provide medical and pharmaceutical assistance in case of any accident which may happen to his workmen and employees in connection with the work.

Immediate assistance shall be rendered in any case of accident, providing the necessary succour for the treatment of the injured person, as far as obtainable in the place where the accident occurred, or in the nearest place, provided always it is not more than five leagues distant, or more than five hours' journey by rail.

14. The employer shall pay the cost of assistance in the treatment referred to in the last Section, until the patient is found, according to the declaration or report of the medical man in attendance, in a condition to work, or so as to be considered in a condition of permanent disablement, either total or partial.

15. The employer shall be entitled to indicate the medical attendant and the pharmacy. The workman shall be free to do this himself, if the employer does not exercise the right pertaining to him, and may demand in this case the application of the tariff fixed by the Administrative Authority. The right which the Act grants to the employer to indicate the above-mentioned person shall continue nevertheless during the period of assistance. The persons who give their medical or pharmaceutical services shall have a direct claim against the employer.

16. Instead of the obligation of assistance in the form indicated in the previous Section, the employer shall be entitled to supply at his own cost the assistance indicated in the previous Section in a therapeutic establishment, where services are rendered against payment by means of treatment entirely gratuitous to the patient, with the consent of the latter or of his family.

17. Should it be impossible to provide the required assistance to the victim on the spot where the accident occurred, owing to the want of a medical man or of a pharmacy, the employer, at his own cost, shall have the injured person, if his condition permits of it, conveyed to the nearest place where it

is possible for attention to be given to him, provided always that it is not more than five leagues distant from the spot where the accident occurred, or within five leagues' journey by rail.

18. The obligation of the employer with respect to assistance and treatment of the workman shall terminate with the payment of such a sum, according to the nature of the accident, as is indicated in the tariff, which sum shall be fixed by the Executive in accordance with the provisions laid down under Part III. respecting compensation.

19. When the accident terminates fatally the employer shall be under the obligation of paying the expenses of the funeral, handing over a sum equal to two months' wages which the victim was accustomed to receive, even though he may have earned more than £120 yearly, and even in the exceptional cases indicated in §13.

PART III.

Compensation.

20. Workmen or employees who may be victims of accidents included under the present Act shall be entitled to the following compensation :

If the disablement is "absolute and permanent," a life annuity equivalent to 33 per cent. of the annual remuneration.

If the disablement is "partial and permanent," a life annuity equivalent to 33 per cent. of the difference between the remuneration previous to the accident and the lower rate of remuneration which he would earn as the result of the accident.

If the disablement is "absolute and temporary," an allowance for the time during which the victim is unable to work, equivalent to 33 per cent. of the remuneration which he was earning when the accident occurred.

If the disablement is "partial and temporary," an allowance equivalent to 50 per cent. of the difference between the remuneration previous to the accident and the lower rate of remuneration which the injured person would have earned up to his complete recovery.

The Administrative Authority shall determine the rules for fixing the grades of disablement.

21. When the accident causes death, the employer, besides providing for the expenses of the funeral in the form established by this Act, shall be under the obligation to grant the following compensation :

To the widow, if she has not been separated from the husband by her own fault, a life annuity equivalent to 11 per cent. of the yearly remuneration. Re-marriage, concubinage, or proved laxity of morals shall constitute reasons for the termination of the annuity.

Without prejudice to the rights of the widow, the children, whether legitimate or acknowledged illegitimate children, until they complete the sixteenth year of their age, or if they suffer from any physical or moral defect which incapacitates them for work, shall be entitled to compensation in the form of a life annuity equivalent to 22 per cent. of the yearly remuneration, which shall be distributed in equal portions among all those interested.

In default of children, the descendants, the sole supporter of whom the victim would have been, shall be entitled to the same compensation.

Should there be neither widow nor children nor other descendants, each of the ancestors who would have been dependent upon the victim

shall receive a life annuity equivalent to 15 per cent. of the yearly remuneration. If such ancestors should be more than two, an allowance, equivalent to 30 per cent. of the annual remuneration, shall be divided among the whole of them in equal portions.

22. Should there be no widow, her portion shall go to swell the amount of the compensation to the children.

23. Those interested in the compensation shall lose the right to receive the same if it is shown that they intentionally brought about the accident.

24. Payment of the compensation shall be made monthly, at the domicile of the employer.

25. For the computation of the compensation, the annual remuneration shall be understood to mean the total of the wages which the victim may have earned in the employer's service during the last twelve months. Should he not have worked for more than a portion of this time, the annual remuneration shall be the product resulting from multiplying the daily wage which the victim was earning at the time of the accident by 300 days, to the exclusion of extra wages and supplementary pay for overtime.

26. The remuneration serving for the computation of the compensation must not be less than the minimum fixed by the Administrative Authority in the different districts of the Republic for the sole purpose of the payment of the compensation.

This same basis shall be taken for the payment of compensation in favour of apprentices and persons receiving no wages, victims of accidents, and who were not receiving any remuneration.

27. The compensation shall be augmented to 50 per cent., if the accident was produced through lack of the proper protective apparatus prescribed in the regulations imposed by the Administrative Authority.

28. If the accident should have arisen through an inexcusable fault on the part of the victim, the compensation shall be reduced in proportion, according to the prudent decision of the judge, but it may not be less than the allowance the basis of which was the minimum remuneration fixed by the Administrative Authority.

29. Should the accident have arisen through an inexcusable fault on the part of the employer or his representative and employees, the compensation shall be suitably increased, but it shall not exceed the total of the annual remuneration.

30. In addition to the above compensation, the victim or those interested shall be entitled to indemnity for all damages and injuries if the accident has been caused by an unlawful act of the employer. This action shall be submitted to the decision of the judges and tribunals of the Republic, subject to common law.

31. If the accident during work has caused mutilation, the employer shall be required to supply to the workman, besides the compensation already given, the necessary surgical appliances, of European or North American make, at the time and in the form prescribed by the medical attendant.

32. The victim or those interested, possessing right to compensation, may claim from third parties who may have caused the accident, such compensation as is due to them, according to the rules of common law, and any sum they may obtain in this form shall extinguish or proportionately reduce the responsibility of the employer.

33. In the event of the victim, or those interested in receiving the allowance, not exercising their right as indicated in the last Section within the term of one year, the employer shall be entitled to take proceedings against the persons responsible, and to retain for his own benefit, the amount of compensation.

34. The employer shall be entitled to pay into the Deposit Fund (Caja de Depósitos y Consignaciones) a sum corresponding to two years' wages, thus being released from the obligation of paying the allowance. This capital, as also the interest derived therefrom, in accordance with the Act covering the said fund, shall remain at the order and disposal of the victim or of those interested, with the right to draw upon the said allowance, which shall be exhausted in this manner.

35. Compensation shall not become an object of transfer. Nor shall it be liable to sequestration, except as regards one-third, for debts covering food.

PART IV.

Notification of Accidents and Judicial Proceedings.

36. The employer or his representative shall be required not later than the third day after the occurrence of the accident which has caused the death or disablement of the victim, to report the same to the Head Administrative Authority of the place, who shall give him an acknowledgment of having received such notice.

37. Should the accident occur in maritime occupations, notification shall be given to the Captain of the Port. Should it have occurred on a voyage, the period for notification shall count from the day on which the vessel shall have made its first call at a national port.

38. The notification shall contain the name and domicile of the employer and the victim; the date, hour, nature, and all the circumstances of the accident; the nature of the injuries; the names and domicile of the witnesses; the name of the insurance company, and the value of the policy should the victim have been insured, as also the certificate of the doctor, if there is one, or in his absence that of an unqualified practitioner, who shall determine as nearly as possible the time when the definite result of the injuries may be known.

39. The notification may also be made by the injured person, by his representatives, or by those interested in receiving the compensation, provided one year has not elapsed since the accident took place.

40. The Political or Maritime Authority shall at once despatch the notification to the Judge of the Court residing in the place where the accident occurred, or should there be no Judge, to the magistrate of the district.

41. Should the victim have died, or should the injury be likely to cause death or disablement, the judge or magistrate, as the case may be, shall, after citing the parties, officially, investigate the matter as regards—

The cause, nature, and circumstances of the accident;

The forename and surname of the victim, his domicile, his place and date of birth;

The name and domicile of the employer and of the company or firm;

The nature of the injuries;

The names, place of birth, age, and domicile of the persons included in §21;

The yearly remuneration which the victim was earning at the time the accident occurred.

42. The procedure above indicated shall not be necessary where, the disablement being of a temporary nature, there is no action taken by the injured person, and it is declared in the official statement that the employer agrees to pay the corresponding compensation.

43. The employer or the workmen may, where they consider it desirable, request the judge or magistrate, as the case may be, to carry out the investigations referred to in §41 of this Act, in order to determine the extent of the responsibility of the former, the nature and extent of the disablement in accordance with the regulation respecting the disablement which the authorities shall impose, and the compensation which consequently is due to the injured workman.

44. At the request of either party, the judge shall nominate medical attendants and technical experts to clear up the facts of the case.

45. On opening the proceedings, the judge, after citation of the parties, shall conduct the investigation, as referred to in §41, and the same shall terminate within a period of ten days, which period may not be extended.

46. After the judicial inquiry, should there be no agreement between the parties, the judge shall order them to appear, and after hearing their verbal statements, or in the event of their failing to appear, the judge of the Court shall give his decision within three days, and in the event of a Justice of the Peace acting, he shall send up the case dealt with to the judge.

47. If on the occasion of their appearance, or on the second day, either of the parties should ask that a trial be allowed, the judge shall grant and adjournment, limited to ten effective days, at the end of which term he shall pronounce his decision.

48. For the purposes of §46, the judge shall go to the place where the injured person is being medically attended, should it be impossible for him to appear in Court.

49. In suits of this kind it shall be absolutely prohibited to introduce prior questions. Workmen and employees of factories and companies shall be held qualified to give testimony as witnesses.

50. The decision shall be subject to appeal within three days.

51. Should the decision affect the temporary compensation or the expenses of interment and medical attention, the order shall be made executory, notwithstanding the appeal.

52. The Superior Court, even without request from the parties, may order the extension or rectification of the investigations made in accordance with §41.

53. The Superior Court shall pronounce on the appeal within ten days, on the merits of the case, the parties being free to present their statements either verbally or in writing.

54. In cases where the accident takes place in mines, in metallurgical works, or in reduction works, the special commission of mines or mining delegation shall exercise the functions of the Judge of the Court. The Justices of the Peace shall send up to them the cases they deal with in the cases prescribed by this Act.

If the Special Commission or delegation comprises two or more provinces, this provision shall only be acted on in the province in which the Deputy or Delegate resides, the Judge being required to intervene in the other cases, in accordance with the general rule already established.

55. In every case opportunity shall be accorded for an extraordinary appeal with a view to nullity, which appeal shall be lodged on or before the third day after notification of the decision of the Court of second instance.

On receiving the documents of the case, the Supreme Court shall decide, without further procedure than the sanction of the Attorney-General (Fiscal), the parties being allowed to present their statements either verbally or in writing.

56. Judgment having been obtained, compliance therewith may be asked for by means of compulsion and payment, as prescribed in §1 (197) of the Code of Civil Procedure.

57. The injured person and those interested in receiving the compensation may claim the privilege of insolvency without a judicial declaration being necessary.

59.* Compromises and abandonments in actions relating to right to compensation or respecting the amount thereof shall not be valid unless approved by the Judge.

60. At the end of three years, reckoning from the date on which compensation has ceased to be collected, the right to continue in receipt of the same shall cease.

61. Either of the parties may demand, within the three years' term, the revision of the judgment or of the settlement relating to the compensation. Such demand must be based on the death of the victim, as the result of the accident, or upon the modification which has taken place in the degree of disablement, for which purposes only the judgment shall not be considered as having been pronounced.

62. Application for revision must be presented before the First Chamber of the Supreme Court.

The latter shall apply to the Attorney-General to fix a date for the hearing, and after hearing the reports, either verbal or written, of the parties, shall grant or reject the application for revision.

The Chamber, before deciding, may order the production, if it thinks well, of the documents of the case in respect of which revision is applied for.

63. Having declared that there is reason for revision, the case shall be sent to the original Judge in order that he may proceed to pronounce a fresh judgment, following the procedure laid down in the present Act.

64. No appeal shall lie against the decision of the Supreme Court granting or refusing revision.

65. In any position of the suit, the Judge may, at the verbal request of the injured person, or of any of those interested, whose right he represents, order provisional assignments, which shall be carried out notwithstanding appeal. These provisional assignments must not exceed one-half of those prescribed by the Act for each kind of disablement.

66. Contracts of quota-litis (contingent action) entered into by the injured person or the persons in whose favour compensation is awarded shall be null and void.

PART V.

Insurance.

67. The employer may substitute the obligation to pay compensation, to which he is subject by virtue of the present Act, by the individual or collective insurance of his workmen and employees, effected at his own cost, without making any deduction from them, against accidents occurring during work, in an Insurance Association duly constituted, in conformity with the regulations of the Commercial Code, and accepted for this purpose by the

* There is no §58 in the official version of the Act.

Administrative Authorities, but on condition that the sum which the victim shall receive shall not be less than what he would be entitled to in accordance with the present Act.

68. The Administrative Authority shall constitute an insurance company, guaranteeing the said company interest, at the rate of 8 per cent. per annum, on a capital sum of £20,000, which shall be exclusively applied to insuring against accidents during work.

69. A company which is constituted with the guarantee referred to in the previous Section shall not refuse any insurance solicited by the employers in favour of their workmen, or by the latter direct.

70. The State shall examine and approve the rates of premium of the insurance company, guaranteed by the Government.

71. Deeds relating to the constitution and working of accident insurance companies, also those relating to accident departments of insurance companies who deal with other risks, shall be free from the payment of fiscal, departmental, and municipal imposts and taxes, and similarly, the policies and all other documents which they may execute.

72. Accident insurance policies, issued in compliance with the present Act, shall not be endorsable, nor may they be pledged nor be liable to distraint.

73. Accident insurance policies shall entitle the holder to executory action, either in favour of the victim or of those interested in the compensation, or in favour of the employer who has taken out the policy direct.

74. The injured workman shall have a direct claim against the insurance company for the payment of the collective insurance.

75. The employer shall not be permitted to pay the premiums with money obtained by deductions from the wages nor to make it a condition, either directly or indirectly, to the workman or employee that he shall contract on his own account for the insurance established by this Act.

76. Life and accident insurance policies held by workmen and employees for their own account, or by third parties in their favour, shall not exonerate the employer from the obligation to pay the compensation for which he is liable.

PART VI.

Guarantees.

77. Claims brought by the victim of an accident, or by those interested in compensation, with respect to medical and pharmaceutical treatment, funeral expenses, and temporary compensation, as fixed by the present Act, shall enjoy the same privileged position as in the case of the credits comprised in §1009 of the Code of Civil Procedure.

78. In cases of insolvency and judicial liquidation, the Judge shall order the immediate payment of the allowance accrued, and that the capital sum in the Deposit Fund referred to in §34 shall be doubled.

79. Every voluntary liquidation shall be null and void if the employer fails to carry out his obligation to pay in full the compensation due, in the manner prescribed by the present Act.

80. Should the undertaking be transferred, the responsibility for compensation for which the former employer was liable shall still subsist, and shall be assumed by the new employer.

81. Any employer who shall fail to pay the compensation punctually shall be required to double the amount of the capital represented by the allowance, in accordance with the present Act.

PART VII.

82. The Chief Administrative or Maritime Authority, who must be notified of the accidents referred to in this Act, shall inflict a fine of from one to five pounds on employers for infractions of the provisions of §§36 and 37.

X. Portugal

1. *Decreto de 24 de junho, de 1911, relativo ao trabalho nocturno das mulheres nos estabelecimentos industriaes.* (Diario do Governo, 1911, No. 151, p. 2769.)

Decree of 24th June, 1911, relating to night-work by women in industrial establishments.

The Decree having been issued in the first instance with some inaccuracy, is now re-issued as follows:—

In compliance with the provisions of the "International Convention for the prohibition of night-work by women employed in industrial occupations," signed in Berne on 26th of September, 1906, approved by official dispatch of 17th September, 1908, ratified and confirmed by official dispatch of 19th December of the same year, we now think fit to decree as follows:—

1. Night-work by women of all ages shall be prohibited in factories where more than ten male or female workers are employed.

(1) This provision shall not apply to establishments where only members of the family of the principal of the establishment are employed.

(2) For the purposes of this Decree, the following shall be considered concerns or establishments of an industrial character: all those business premises where are carried on any of the industries classified in the Circular of the General Administration of Commerce and Industry, of 17th November, 1908, which still forms an integral part of the Decree itself, with the exception of entertainments, navigation, tillage and allied industries, the fishing, salt, hotel and mercantile industries.

2. The nightly repose shall be for at least eleven consecutive hours, to include therein the interval from 10 o'clock at night to 5 o'clock in the morning.

(1) During the three years following the date of this Decree the duration of this repose may be reduced to ten hours.

(2) The duration of the nightly repose may be reduced to ten hours on sixty days in the year in those industries which ordinarily have, at certain seasons of the year, periods of greater industrial activity, and in any other industry when exceptional circumstances occur.

(3) This reduction shall be conceded by the industrial inspecting engineer of the district, to whom application must be made. Against the decision of this official there shall lie the right of appeal to the General Administration of Commerce and Trade.

3. The prohibition referred to in §1 may be suspended:

(1) in cases of *force majeure*, when an unforeseen interruption in work has occurred in the industrial concern, and when such interruption is not of a periodical character;

(2) When the raw materials, or materials being worked, and being liable to very rapid deterioration, would be spoilt if the work were not continued.

SOLE SUB-SECTION.—The necessary permission to continue work shall be obtained from the industrial inspecting engineer, and the rule contained in (3) of §2 complied with, in cases where there is time to make the respective application.

In the event of unforeseen *force majeure*, notification thereof must be immediately given to the said inspector, who shall decide whether work may be continued, or whether it shall be suspended, indicating the number of days for which this exception shall be permitted. Silence on the part of the Industrial Inspector shall be deemed as implying approval, but only for three consecutive days.

4. Compliance with the provisions of this Decree in the wool-carding and spinning industry, in mining work in the open air when work is suspended therein for four months every year, and in raw beet sugar factories, shall only be required, reckoning from the year 1919 onwards

5. The provisions of the Decree of 14th April, 1891, and 16th March, 1893, respecting the work of minors of the female sex shall continue in force, unaltered by this Decree.

6. In cases when a breach of the provisions of this Decree occurs, a report shall be drawn up and sent to the Judicial Authority.

7. Industrial Inspectors, in the annual report which they are required to send in, respecting their service in the respective districts, shall refer in a special Section in the manner in which this Decree is carried out in their respective districts.

2. *Decreto com força de lei de 8 de Março, 1911, substituindo o de 9 de janeiro, que estabeleceu o descanso semanal.* (Diário do Governo, No. 55.)

Decree, coming into force on 8th March, 1911, in substitution of that of 9th January, which established the weekly rest.

1. The right to a weekly rest of twenty-four hours, as a rule continuous, shall be recognised for all paid employees.

(1) Owing to the special nature of their callings, the above regulation shall not apply to persons occupied in theatres, cinematographs, circuses, exhibitions, or any other places of public entertainment.

(2) On the day assigned for the weekly rest, the work of cleaning or repairing machinery may be permitted in factories, but only up to midday, and by agreement between the masters and their employees.

(3) In urgent cases of repairs, or whenever necessary in order to prevent accidents or losses, work may be done on the day selected for weekly rest, the fact being notified to the Parish Council (*junta de parochia*) of the respective district on the following day, and a rest of the same number of hours being granted to the workers on any day of the week that may be agreed upon between the two parties.

(4) In industrial establishments, in which any interruption of work may entail the destruction of the materials used or the manufactured products, or may cause in any other manner the paralyzation of the respective industry, continuous work shall be permitted, one day of rest in each week being granted in turn to each person employed in such establishments, the Sunday being reckoned in this case as a working day.

2. The weekly rest shall be, as a rule, on Sunday, and always for twenty-four consecutive hours.

(1) The following establishments shall be excluded from the provisions of this Section :

(i.) Dispensaries, hospitals and similar establishments, pharmacies, sanatoria, bathing establishments, hotels, restaurants, eating-houses and boarding-houses, lodging-houses, wine shops with food provided, cafés, cafés with billiard tables, beer-shops, butchers' shops, sausage vendors' shops, butchers' offal shops, dairies, factories of food products for immediate consumption, fresh fish establishments, poultry shops, greengrocers' shops, fruiterers' shops, and others where articles of easy and rapid deterioration are sold, kiosks for the sale of cut flowers and mineral waters, undertakers' establishments, concerns for the supply of light, water, driving power, for loading and unloading, telephone services, newspaper offices where rendered indispensable for their various editions, in which cases the rest shall be taken by turns, but always for twenty-four hours consecutively.

(ii.) Establishments and houses doing business in carnival articles, fireworks, articles for fêtes may be opened on Carnival Sunday and on the Sundays falling on the 12th, 13th, 23rd, 24th, 28th and 29th June, 4th and 5th October, 25th December, 1st January, and any other which may be fixed as a national fête, or which may happen to be considered a municipal holiday.

(2) Employees in establishments and firms referred to under (ii.) of the foregoing Sub-section shall be granted the corresponding day of twenty-four hours for rest, as a rule consecutively, on one of the first working days after the Sunday on which they may have been working.

(3) Bakers' shops shall be closed on Sundays at eleven o'clock in the forenoon and re-opened at the same hour on Mondays. In localities, however, where use and custom prescribe, the municipal authorities may select some other hour for this trade, or solely for those bakeries specially engaged in the making of maize bread, on condition that the twenty-four hours' rest is granted.

(4) In the case of commercial and industrial establishments, or even in those of other descriptions, and in those localities in which there is a considerable and manifest loss owing to the Sunday rest, the municipal authorities may, after consultation with the respective Chairmen of the Parish Councils, fix the day of rest, bearing in mind that, save in exceptional cases, it shall be made to fall on the day immediately following that on which the work is most arduous, as in the case of fairs and markets.

3. The rest required by the staff occupied in the railway and shipping traffic, in view of the special nature of their work, shall be fixed in accordance with the regulations specially applicable to them, the companies themselves drawing up the respective regulations and submitting them to the Municipal Councils (*camaras municipales*) for their approval.

4. It shall be incumbent on interested parties, trade associations and Parish Councils to superintend the observance of the present Decree, and of the respective regulations, and to notify the competent judicial authorities of breaches thereof, and they may act as prosecutors.

SOLE SUB-SECTION.—The administrative authorities and the police are likewise empowered to exercise the superintendence and make the notifications referred to in this Section.

5. The State Department is empowered to prosecute in the case of breaches of the present Decree, and of the respective regulations, and the same shall be dealt with by correctional police procedure.

6. Persons transgressing against the present Decree and the respective regulations shall be liable to a fine of from 5,000 to 100,000 reis.

(1) In cases where the paid employee has been deprived of rest, such transgression shall be punished by a fine of not less than 50,000 reis.

(2) The proceeds of the fines imposed shall be assigned for the benefit of the fund for public relief under the charge of the Parish Councils.

7. The Municipal Councils shall be entrusted with the enforcement of the present Decree, in agreement with the respective associations, and after consultation with the Chairmen of the Parish Councils; and the respective by-laws shall be drawn up and put into force within a term of thirty days, reckoning from the publication of the present Decree.

(1) The rules referred to in this Section shall be based, as far as possible, on the by-laws of the Lisbon Council.

(2) The by-laws shall be published by the Municipal Councils after approval by the Minister of the Interior.

8. All industrial and commercial concerns, whether carried on by individuals or in association, shall be required to grant rest to their paid employees, in accordance with the present Decree and the respective regulations.

SOLE SUB-SECTION.—The provisions of this article shall apply to all industries on the list of those paying the industrial tax, as also the industrial and commercial establishments which carry on any industry not included in the said list.

9. The civil and criminal liability for breaches of the present Decree and the respective regulations shall fall on the proprietors where the management is in their hands, and where this is not the case, on the directors, administrators or managers; in this case the proprietors of the respective undertaking shall be jointly and severally responsible with the former for the fines which may be imposed, and for the costs and stamps incurred by the proceedings.

SOLE SUB-SECTION.—For the purposes of this Section renunciation of the weekly rest on the part of the paid employee shall be of no effect in law.

10. The present Decree, so far as regards the remuneration of paid employees, shall not affect the contracts of service existing at the date of its promulgation.

11. The present Decree shall come at once into force, subject to the approval of the next National Constituent Assembly.

12. This Decree, which is in substitution of that of 9th January, 1911, shall revoke all legislation contrary thereto.

XI. Servia

Industrial Act. (29th June -12th July, 1910.)

[EXTRACT.]

PART II.—ESTABLISHMENT AND MANAGEMENT OF INDUSTRIAL UNDERTAKINGS.

29. For carrying on handicrafts and commercial undertakings, only suitable places shall be used to which there is no objection from a sanitary point of view. The Minister of Political Economy, if representations are made to him by persons interested in the matter, shall have power, in agreement with the local building and sanitary authorities, to declare a building

unfit for carrying on a particular industrial undertaking or any industrial undertaking to which this law applies. In the latter case, this building shall not be used for carrying on such trades, or, as the case may be, the trades carried on in them shall not be continued beyond the term fixed by the Minister of Political Economy, in agreement with the competent Council, which term shall not be less than one month.

30. In towns and market towns, undertakings where handicrafts are carried on, and commercial concerns, shall only be established within the limits of the town : in villages the local Magistrate's Court, together with the Committee, shall decide with respect to the situation for such businesses.

31. The erecting of plant for the following trades shall not be commenced without previous permission :—

- (1) Trades which require large furnaces and chimneys ;
- (2) Trades which make use of engine power (steam, water, gas electricity, etc.) and boilers for cooking and for distilling, etc.
- (3) Those which contaminate the surrounding ground, atmosphere or water with solid, fluid or gaseous refuse of a noxious nature, to the danger of the health and lives of the inhabitants or workmen in the vicinity ;
- (4) Those in which the operations carried on endanger the lives and health of the workmen or the property of the neighbours.
- (5) Trades which are accompanied by much noise, vibration and exhalations, thus becoming a nuisance to the neighbours and the public.

32. Any persons intending to establish such an undertaking shall communicate with the District Office (in Belgrade, with the Communal Authorities), and shall apply for permission, enclosing the necessary rough drafts and plans, and stating the situation where it is intended to erect the workshops or the building in question.

33. The District Office (or in Belgrade, the Communal Authorities) shall, within three days of receiving the application, cite the proprietors living in the neighbourhood of the place of the contemplated erection and request them to notify in writing or verbally within ten days of the day of the citation, any objections they may have to the establishment of the undertaking.

The citation shall be published in the official *Gazette* or by advertising or by posting up the required notification in the building of the District or County Office and of the Communal Court of the place in which the workshop or the building is to be erected, and also at a visible spot of the buildings in which the neighbours are residing or of the places where the workshop or buildings are to be erected.

34. If no objection shall have been raised from any quarter, within the prescribed time, the District Office (or in Belgrade, the Communal Authorities) shall, within three further days, nominate a Committee, consisting of three members, namely, one engineer, one medical man and one expert of the respective trade, which, after inspection of the place or on the basis of information supplied to them, shall report as to whether, or under what restrictions, the applicant shall be permitted to erect the workshop or the building, taking into consideration the provisions of the foregoing article.

The District Office (or the Communal Authorities) shall then hand over the petition, together with the report of the Committee and the other information, to the Minister of Political Economy, to be further dealt with. The Minister of Political Economy shall give permission for the establishment of

the undertaking without restrictions, or, if necessary, with certain restrictions for preventing possible damage, dangers and inconveniences.

35. If these objections are within the scope of the Civil Law, the District Office (or the Communal Authorities) shall refer the objector to the ordinary legal procedure, but they shall pass on the petition to the Minister of Political Economy to be further dealt with.

36. Objections of other kinds shall be dealt with on a date to be specially fixed, within fifteen days after the presentation of the application, in the presence of both parties.

37. The costs of the respective inquiries shall be at the charge of the objectors in case of unjustified objections ; in other cases they shall be defrayed by the applicant.

38. In all important alterations with respect to the construction, extent and arrangements of a building, previous authorisation shall be necessary, and the procedure prescribed in the foregoing Sections shall be followed. This shall also apply to workshops and buildings which were erected previous to this Act coming into force.

39. The authorisation given shall lapse if the workshop or building is not commenced within one year or finished within two years.

The extension of these terms for a further year shall only be permitted on account of unforeseen and inevitable occurrences.

40. Should an industrial concern appear to endanger the public safety or disturb the neighbours owing to noise, want of cleanliness, or other similar causes, irrespective of whether the said industrial concern was established before or after this Act came into force, the Minister of Political Economy, in agreement with the Head Sanitary Council and a Committee formed in accordance with the provisions of §43 of this Act, shall have power to order the removal of the said concern. The decision of the Minister of Political Economy relating to the matter shall also decide who shall bear the cost of this removal.

Should adjoining properties be increased in value by the removal, then the cost of the said removal shall be wholly or partly borne by the owners, and in the opposite case it shall be borne by the community. The removal shall take place in accordance with the law relating to expropriation for public purposes. The new site of the industrial concern shall be determined in accordance with the provisions of the present Act.

41. Industrial undertakings which shall be established after this Act has come into force, at a distance of 3 kilometres outside the town or other inhabited place, shall be bound to provide and maintain the following :—

An ambulance, to render assistance to workmen who are taken ill ; also an adequate number of healthy dwellings for the working staff, and a kitchen, in which the workmen of the respective industrial concern can obtain wholesome nourishment at moderate cost, even where an inn exists in the neighbourhood.

The charge for use of medicines from the ambulance shall be fixed by the Head Sanitary Council ; and the charges for housing and maintenance—which must not exceed the cost price thereof—shall be fixed by the Minister of Political Economy, in agreement with the Industrial and Labour Councils and the Local Authorities of the Commune.

42. When the premises are ready, the principal of the industrial concern shall inform the Minister of Political Economy thereof, whereupon the latter shall send a Committee of experts to inspect it on the spot. If this Committee reports that the undertaking has been established in accordance with the

regulations, the Minister of Political Economy shall then give his consent for the opening of the premises for work.

43. With a view to the granting of expert reports on the building and premises for which permission is required, a Committee of experts shall be formed at the Ministry of Political Economy to consist of a medical man, an architect, a technical expert and one of the higher officials attached to the said Ministry. This Committee shall be appointed by the Minister of Political Economy for a term of two years. The chairman shall be that member who has been longest in office.

The Minister of Political Economy shall obtain the opinion of this Committee before giving his decisions.

44. Particulars as regards the instructions for the erection of these buildings, the erection and testing of the steam-boilers, electric power plant and other mechanical installations, and the inspection of the same, shall be prescribed by the Minister of Political Economy in special regulations. In these regulations the required number of technical appointments for the inspection, testing and periodical control shall also be specified. The cost of the first testing shall be borne by the proprietor, the cost of the periodical inspections shall be borne by the Ministry of Political Economy.

45. The proprietors of the undertaking shall be under the obligation—

(1) to keep the working rooms, machinery, tools and stores of materials in such a condition that the health and life of the workmen are properly protected, so far as the nature of the work permits.

Machinery and parts of machinery, contact with which is dangerous shall be always provided with protecting devices;

(2) to keep the working rooms well lighted, clean and well ventilated, and to provide them with fire-extinguishing appliances;

(3) Not to overcrowd the working rooms with workers;

(4) to provide for the good order and propriety of behaviour of the workers in the rooms in which the industry is carried on, especially where persons of both sexes are working together. In manufacturing concerns in which the workers also take their meals, separate rooms shall be provided for both sexes in which the workers can wash and take their food; the rooms shall comply with the sanitary regulations.

(5) to use only sound raw materials in the work, and to produce no adulterated, corrupt or infected products which might endanger the life and health of the workers and consumers.

PART III.—THE TRADE ASSISTANT STAFF.

(a) *General Rules respecting the Workers.*

46. Under the head of the trade assistant staff within the meaning of this Act, shall be understood all those persons without distinction of sex, who are in continuous employment in any industrial concern, whether for the purpose of learning a particular branch of the work or whether on wages. It is here immaterial whether these persons are occupied on the premises of the employer or whether they work in their own dwellings for their employer's account.

Only such persons as are entitled to carry on a trade within the meaning of this Act shall be permitted to keep an industrial assistant staff.

In special cases the Industrial or Trade Council shall have power, on the representations of Corporations of the manufacturers and handicraftsmen

therein interested, also to permit assistants and apprentices to be employed by separate, independently-working artisans, who are occupied for account of a registered undertaking. Nevertheless, assistant staffs of this kind shall also be subject to the provisions of this Act, and the real employer himself shall remain responsible for the same.

47. The regulation of the contractual relations between the employer and persons to whom important work is given (managers, book-keepers, cashiers, mechanics, chemists, etc.) shall take place on the basis of a voluntary agreement, in which the maximum of the daily working hours shall form no subject of the agreement. As regards the other categories of industrial assistants (apprentices, handicraftsmen, and business assistants and workers, workers in factories) the voluntary agreement shall be subject to the provisions of this Act.

The contract shall be drawn up in writing. Its form shall be determined by the Council concerned. The contract shall be free of all dues.

48. The term of the labour contract shall not exceed one year. Fifteen days before the expiry of this time it shall be possible for the contractual relations to be extended with the consent of both parties, for a similar term.

From this provision apprentices shall be excluded ; for the latter, moreover, it shall be possible for the contractual relations to extend over a longer period. But with them also the contractual relations shall be subject to the provisions of this Act as regards time.

49. If the labour contract is for a full year or a half-year, it shall be possible to determine it at a month's notice ; if it is made for the term of one month or for a shorter term, a week's notice shall be given to determine the engagement.

In the case of those working on piece-work the labour contract shall terminate with the delivery of the work agreed upon. A worker of this kind shall not absent himself from the work until he has finished the piece of work begun in accordance with the contract. The same shall apply to assistants and workers who have received payments in advance, as long as they have not worked off the amount of such advances or refunded the same. Should such workers be discharged before the expiry of the labour contract, a suitable compensation shall be paid to them.

Labour contracts shall not come into legal force until the eighth day after they have been drawn up, and contracts of apprenticeship on the thirtieth day after conclusion. Before the expiry of these terms it shall be possible for the contracts to be determined irrespective of the general conditions for determination of a contract.

50. Before the expiry of the time agreed upon by contract the employer shall have power to dismiss the worker—

(a) should the worker have been engaged on the basis of false testimonials and statements ;

(b) should he be addicted to drink ;

(c) should he be detected in theft or in other penal offences ;

(d) should he betray business secrets or should he work in another concern without his employer's previous knowledge thereof ;

(e) should he absent himself from his work without permission or perform his duties in a negligent manner in spite of admonition ; should he be disrespectful to his superiors, or should he lead his house or working comrades into disobedience or immoral or unlawful conduct ;

(f) should he act carelessly with fire or materials of an explosive nature ;

(g) should he suffer from an infectious complaint, according to medical certificate ;

(h) should he be condemned to a punishment exceeding seven days ; and

(i) should he cause in his work repeated small losses or a loss on one occasion amounting in value to more than a week's wages.

51. Before the expiry of the time agreed upon by contract, the worker shall have power to quit his master's employment :—

(a) should it be proved by medical certificate that the work on which he is engaged is detrimental to his health ;

(b) should his superiors behave towards him and his family in a coarse manner ;

(c) should they endeavour to induce him to perform immoral or illegal acts ;

(d) should his wages be paid him irregularly, or should the other conditions of the labour contract and of the labour regulations not be adhered to ;

(e) should the employer be unable to give him work for all the legal working days ;

(f) should the worker be compelled to leave the place of work owing to reasons which cannot be put aside ; and

(g) should he be called upon to perform military service.

52. On the death of the employer or of the employed or on the latter becoming unfit for work, the contractual relations shall cease as a matter of course, without any claim for compensation.

Should the employer give up his occupation owing to his intention of undertaking something else, he shall give notice in good time to the worker, or pay him the wages legally due to him.

53. Except in the cases specified, the worker shall not leave his employer's service, nor shall the latter discharge the worker. Either party acting in contravention of this provision shall be responsible for the injury which may be caused to the other by his action. The compensation for injury shall not, however, in any case be greater than the wages to which the worker is entitled for the time up to the expiration of the customary period of notice.

Should the worker be condemned to pay such compensation for injury, then the employer who has taken the worker into his service shall also be responsible for the same from the day of the pronouncement of the decision of the Industrial Arbitration Court.

54. By the dissolution or notice of termination of the contract, the civil and penal responsibility of the responsible party shall in no wise be removed.

55. On the expiration of the terms of notice, the workers shall be entitled to cease their work without further formalities and to leave the factory or concern, either singly or in groups. In the same manner, the employer shall be free to discharge the workers either singly or in groups.

Should the workers live in buildings belonging to the employer, the latter shall be entitled to give notice to quit to the workers who are no longer in work ; a minimum of a week's notice shall be given. The workers may, however, remain in the dwellings up to the expiration of this term of notice or until their claims for wages are settled.

Should the workers declare that they have still wages to claim and should the employer dispute their claim on the basis of his books, or should he deposit a week's wages until the matter is decided, the workers shall be bound to quit the dwellings at once and to apply to the Court of Justice in a position to decide on their claims.

Apprentices and assistants who live with their employers as sub-tenants shall, after notice and payment of their rent, give up possession of the dwelling within two days.

56. The labour contract may also be cancelled before the expiration of these notices, without claim for damages, should a strike or lock-out take place in that particular factory. A strike shall be considered to exist if more than one-half of the workers in the works in question, exclusive of apprentices, shall have quitted their work, and a lock-out shall be considered to exist when more than half of the workers shall be discharged together for a considerable period. For such workers as are not on strike or are not locked-out, as also for the apprentices, the labour contract shall still remain in force, should the employer declare himself ready to continue work.

Workers from abroad who have received advances from their employer on their wages shall not decide upon a strike nor take part in a strike, so long as they have not repaid or worked off such advance. Workers with claims for wages shall not be locked-out.

In the case of a strike, the workers shall quit the employer's dwelling-houses within three days; in the event of a lock-out the provisions of the foregoing Section shall also apply to notices for quitting dwellings.

In the event of strikes or lock-outs, should one at least of the parties be willing to submit the question in dispute to the decision of the Industrial Arbitration Court, then the latter shall seek to settle the differences. Should the parties to the dispute not be willing for the question in dispute to be decided in this manner, the Arbitration Court shall discontinue its efforts and shall publish the result of such efforts up to that time in the local newspapers.

57. In the case of strikes or lock-outs, the strikers or locked-out workers shall, at the request of the employer, give up the tools and other materials entrusted to them, and shall leave the factory and works premises.

58. The workers shall not be employed for work on Sundays, on the second Easter holiday and second Whitsuntide holiday, on the two Christmas holidays, and the State holidays.

On a holiday, the period of rest shall consist altogether of 36 hours, and, in the case of two successive holidays, of 60 hours.

From these provisions coffee-houses, taverns, inns, photographers' studios, and undertakers' establishments are excepted; and in these cases the whole staff of workers may be employed on work during the whole day.

The staff of workers may be employed up to 1 o'clock in the afternoon in bakers', butchers', barbers', florists', fruiterers', and greengrocers' establishments, in tobacconists' and newsvendors' shops.

But even in these occupations the staff of workers must be allowed in the course of the week the corresponding time for rest.

In industrial undertakings work shall only be carried on on Saturday up to 5 o'clock, and in the case of handicrafts only up to 6 o'clock, in the afternoon, at which time the wages shall be paid. In hairdressers' shops and commercial businesses the staff of workers shall not be kept on Saturdays later than 9 o'clock in the evening; payment of wages also shall not be deferred longer than that time.

The Minister of Political Economy, may in agreement with the Council give permission for an extension of the working time on Saturdays up to 9 o'clock in the evening, for the whole of the working staff, during a period of four weeks before Christmas, Easter, and Whitsuntide.

59. The provisions of the foregoing Section shall not apply in the following cases :—

(1) Work in cases of necessity and work which in the public interest requires to be undertaken and completed, without delay ;

(2) When carrying out the work of stocktaking on Sundays or holidays. in accordance with the law ;

(3) In the cases of cooking, cleaning, arranging and maintenance of the business, as also in the case of such work upon which the regular and certain continuance of the business depends, wherever this work cannot be carried out on weekdays ;

(4) in the case of such work necessary to guard against deterioration of raw materials and manufactured products, wherever such work cannot be performed on weekdays ;

(5) in the case of work absolutely necessary to the proper working of the plant of another undertaking or factory.

In such concerns and in such cases the corresponding time for rest shall be granted to the staff during the week. The engineer shall in these cases be entitled to this time of rest only provided the work of the remainder of the staff in no wise suffers owing to his absence.

60. The maximum working hours, excluding the intervals for rest, shall be 10 hours in industrial undertakings and handicrafts, and 12 hours in commercial occupations.

Where there is pressure of work during the working season, the Minister of Political Economy shall have power, in agreement with the Councils, to consent to an extension of the working hours by two hours, for which overtime shall be paid.

From such occupations there shall be excepted those in which, owing to the nature of the work, longer hours have already to be worked. The weekly total working hours shall not, however, exceed the above fixed number of hours even in such concerns.

The hours for commencing and finishing work at the separate places shall be fixed by the Minister of Political Economy in agreement with the Councils concerned, according to the local circumstances.

The workers shall be accorded an interval in their work at mid-day, of at least one hour ; in summer, this cessation of work, in the case of work carried out in the sun, shall be at least two and a half hours. In the same manner, night workers shall be granted an interval of one hour in the middle of the period of employment.

61. Female workers in all cases, and male workers under 18 years of age shall not be employed on night-work. Night-work shall be reckoned as being in summer between the hours of 8 p.m. and 5 a.m., or in winter till 6 a.m.

62. The proprietors of the business shall pay their staff of assistants their wages according to the standard of the particular trades, either weekly, fortnightly, or at the utmost, monthly, in cash.

Apprentices who may receive their wages in kind (board, lodging, clothing) are excepted from this regulation. Likewise in regard to the rest of the staff, in trades where this is customary and where it follows from the nature of the occupation, wages may be partly paid in kind, and this shall be explicitly stated in the labour contract.

Payment of wages shall not be made off the business premises. The wages of the worker shall only be handed over to members of his family, and to no other persons, even though the latter may have legal power of attorney for that purpose.

Employers shall not allow their workers to have goods or alcoholic liquors on credit.

In the same manner, workers shall not be compelled to supply their requirements in food and drink from those establishments recommended by the employers.

63. Employers who shall infringe the provisions of the foregoing Section shall not be entitled to deduct anything from the wages against the consent of the workers, nor shall the amount credited be reckoned to them in case of dispute.

Any money advanced in cash to the worker on account of his wages may be deducted by the employer in weekly instalments, which shall not, however, exceed one-half of the week's wages in each case.

64. The worker shall be bound to perform his work carefully and conscientiously.

The worker shall be responsible for injuries caused to the employer in consequence of careless or non-conscientious work.

Persons in charge of machines and mechanical plant shall discharge their duties in the strictest manner.

65. Except in the case of termination of the contract in an unlawful manner, the employer shall be bound to grant, at the request of the worker, a certificate of service, which shall include nothing, either in words or signs, except the duration of the service and the rate of wages.

(B).—Special Provisions relating to Industrial Workers.

66. Every workshop or business shall, in regard to these regulations, be considered as an industrial undertaking, where more than 15 workers are employed, where motor power is used, or more than 25 workers where motor power is not used, should the work be carried out in one workshop or in one place. Apprentices shall likewise be considered as workers.

67. The Minister of Political Economy shall prescribe the conditions under which male workers under sixteen years of age, and female workers in all cases, shall be allowed to work in factories which are considered injurious to health and dangerous, as regards the nature of the work. The Minister of Political Economy shall also have power, should he consider it necessary, to prohibit these persons entirely from engaging in work of this kind.

68. Workers under sixteen years of age shall not be employed more than eight hours a day.

Workers under sixteen years of age and women shall not be employed on Sundays and holidays even in factories where work is permitted on those days. Women shall not be employed six weeks before and six weeks after confinement.

69. The duration of night-work in factories and workshops shall in no case exceed 10 hours.

70. Proprietors of factories shall be bound to post up rules of employment in their workshops in a conspicuous position. These rules of employment shall be handed to each worker before he starts work.

The rules of employment shall contain provisions with respect to the nature and manner of the work, the time of service, the particulars of the wages and of their payment, the particulars of notice, particulars respecting penalties and all other matters affecting the worker. The penalties shall in no case exceed the amount of a day's wage of the respective worker, and they shall be assigned to the benefit of the Sick Club. The worker shall within five days have the right to appeal to the Industrial Arbitration Court against the penalty imposed through the Magistrate's Court. The rules of employment shall be submitted to the Industrial and Labour Councils for approval. The Minister of Political Economy shall give a decision in the event of differences of opinion between the two Councils.

(C)—Special Provisions relating to Apprentices.

71. Only persons of at least fourteen years of age may be taken as apprentices. By way of exception and subject to medically certified good development, persons who have passed the twelfth year of their age may also be admitted as apprentices.

Workers under sixteen years of age, except those who have, in accordance with the regulations, been declared admissible as assistants, shall, without regard to the amount of their wages, be treated as apprentices.

72. In taking on an apprentice, indentures of apprenticeship shall be made, which shall be ratified by the father or guardian of the apprentice. The contract of apprenticeship shall be certified free of charge by the Magistrate's Court or the respective Guild, if such exists. In the indentures, the period of apprenticeship and the trade to be learnt shall be indicated, and likewise whether and what remuneration (board, lodging, clothing, money) shall be assured to the apprentice by the employer, and, on the other hand, the amount of the premium the apprentice shall pay.

Mutual claims for compensation may also be stipulated in the contract in the event of the contractual conditions not being carried out.

73. The period of apprenticeship may be longer or shorter according to the nature of the occupation. In the case of skilled handicrafts the period of apprenticeship shall not be less than two and not more than three years : with other occupations, not less than one year and not more than three years.

74. Apprentices who are not also lodged and boarded in the house of their master shall not be employed in domestic work. But even in the contrary case, the apprentice shall only be employed in domestic work in so far as this does not entail any injury to his training. In the last year of apprenticeship, the apprentice shall no longer be employed on domestic work. Moreover, the apprentice shall not be employed on occupations beyond his strength.

Workmen shall not employ the apprentices for private purposes.

75. The master of the apprentice shall be bound to instruct the apprentice in all work relating to his calling and to see to his attendance at the school. If he boards and lodges with the master, the latter shall supply him with sufficient wholesome nourishment and a healthy dwelling-room, and also provide for the cleanliness and good deportment of the apprentice.

On the due termination of the period of apprenticeship, the master shall be bound to make all arrangements so as to enable the apprentice to pass his examination for assistant.

Should the apprentice not prove sufficiently skilled to be granted an assistant's certificate, the probation committee shall apply to the Industrial Arbitration Court for its decision as to whether the master is in fault. If the decision should be in the affirmative, the Arbitration Court shall condemn the master to pay from 50 to 200 dinars as compensation. Should the Arbitration Court confirm the assertion that the apprentice is not fitted to learn his trade, then the master shall be liberated from the contract.

76. The Minister of Political Economy shall have power, upon a properly supported application of the industrial inspector, and in agreement with the respective Council, provisionally or absolutely, either with respect to all the apprentices or for a fixed number, to withdraw the right to keep apprentices from such masters as have been found to have committed serious infractions of their duty towards their apprentices (either in moral respects or by ill-treatment); or who shall not have permitted or provided for the attendance of their apprentices at the technical or commercial schools, or who shall not have been in a position to instruct their apprentices properly; and likewise from such masters who shall have had their businesses closed by reason of a legal decision.

The withdrawal of the right to keep apprentices shall not be cancelled before the expiration of one year.

77. The apprenticeship indentures may be cancelled, in the cases referred to in §§50 and 51 of these regulations, even before the expiration of the notice given in accordance with the contract.

The authority before whom the apprenticeship indentures were made shall be informed of the expiration or dissolution of the said contract.

78. Apprentices shall not be declared competent to fill the position of assistants until after the assistants' examination has been passed by them.

For all handicrafts an examining committee shall be appointed by the Minister of Political Economy for a period of one year. The committee shall consist of two recognised experts in the respective handicraft and a teacher of a technical school or another school of the place.

The Minister of Political Economy, in agreement with the Trade Council, shall prescribe special regulations for the examination.

The examination fee, which shall be paid by the master, shall be 6 dinars.

79. Apprentices who have finished their general or technical studies in an industrial or commercial school, either at home or abroad, shall be free from the obligation to pass the assistants' examination.

(D)—Industrial Court of Arbitration.

80. With a view to the settlement of cases of dispute which may arise between employers and their apprentices, assistants and workers, and which refer to the relations brought into existence by the present Act, an Industrial Arbitration Court shall be formed in each town or manufacturing locality, to deal with the businesses and undertakings falling under the present Act.

Such Industrial Arbitration Court shall consist of one member, chosen by each employer of the respective undertakings from among their number, and one member selected by the adult workers of the said undertakings, by secret ballot, from among their number. One representative of the employers and one of the workers shall be selected to serve as members of the Arbitration Court from each of the following trade sections—*i.e.*, dry goods trade, grocery trade, industry (mechanical), wood-working, metal, leather, outfitting, and printing and allied trades. The two representatives, as required, shall be summoned to the Arbitration Court, and shall elect a Chairman from among the citizens

unconcerned in the matter. Should they be unable to decide respecting the selection of a Chairman, the matter shall be decided by lot.

Substitutes shall be elected in the same manner.

Only Servian subjects being persons of full age and in full possession of their civil rights shall be elected as arbitrators and substitutes.

The election shall be under the charge of the Magistrates' Court ; the period of office of the elected arbitrators shall be two years.

The Industrial Arbitration Court shall meet in the building of the Magistrates' Court, and the latter shall likewise provide for the maintenance of the arbitrators. The offices of Chairman and arbitrators shall be honorary. No fee shall be paid for the settlement of disputes. The actual disbursements shall be defrayed by the Magistrates' Court in question.

81. In the absence of any provision to the contrary in this Act, cases of dispute between employers and workers shall always be submitted to the decision of the Industrial Arbitration Court.

The Industrial Arbitration Court shall, in the first instance, endeavour to bring about an amicable settlement of the dispute. Should it be unsuccessful in this, a decision shall then be pronounced.

The Industrial Arbitration Court shall act with summary procedure and, when requested to do so by one of the contending parties, shall be bound to obtain expert reports on the questions in dispute. The compromises and decisions of Arbitration Courts shall acquire legal force on the expiration of three days. The decision shall be given free of charge and the contending parties must appear personally, send representatives or state their objections in writing, failing which the dispute shall be decided without further procedure.

The Industrial Arbitration Court shall decide in cases relating to questions involving 200 dinars, as a maximum. The decisions of the Arbitration Court shall have legal force. Should the sum in dispute exceed the amount of 200 dinars, then the Arbitration Court shall only be competent to decide the same if both contending parties submit voluntarily to the Arbitration Court ; its decision shall in that case have legal force.

82. The Minister of Political Economy in agreement with the Councils, shall lay down special regulations relating to the organisation of these Arbitration Courts.

(E)—Labour Exchanges.

83. With a view to a better distribution of labour, the employers' and workers' organisations may establish Labour Exchanges by mutual consent, as required. The communes shall be under the obligation of placing the necessary rooms and requirements in respect of material at the disposal of the Labour Exchanges.

In the management of the Labour Exchanges the employers and workers must be represented in equal strength.

The Councils shall have a joint Central Labour Exchange.

84. The Minister of Political Economy may also hand over the care of the agricultural workers who are seeking work at home or abroad, to the Labour Exchanges, and may prohibit the recruiting of such workmen by private agents. The labour contracts made between such workmen and their employers shall be subject to approval by the respective Labour Exchanges and shall be carried out under the supervision of the said institutions.

PART IV.—INSURANCE.

(A)—Obligations of the Employer in the event of Injury to Workmen.

85. If a workman should lose his life as the result of an accident, or should become permanently or only temporarily disabled, and it cannot be proved that the accident occurred owing to the fault of the deceased or disabled workman, the employer shall give such workman or his family the compensation provided for such a case in the Sections relating to workmen's insurance. The employers in those occupations in which the workmen are insured against accident, in the sense of the present Act, shall be free from the restrictions of this Section.

Should the cause of the accident be traceable to the fault or negligence of the proprietor of the works, or of his officials, the proprietor of the works shall then repay to the respective fund the sum paid for insurance.

Should the cause of the accident be traceable to the fault or negligence of the manager or an official, or engineer, workman, or other person in the factory or outside of it, then the proprietor of the works shall be entitled to demand compensation from the person in fault.

The amount of the compensation shall be determined by the National Union of the Workmen's Insurance Associations, in accordance with the provisions of the insurance regulations relating thereto.

The penal responsibility of the proprietor of the works, his officials or other persons engaged in the works, through whose fault or negligence the injuries may be shown to have taken place, shall in no wise be superseded by this Section; in these cases the corresponding provisions of the penal law shall remain in force.

(B)—Insurance of Workmen.

86. Workmen in all works subject to the present Act shall be insured in accordance with the provisions of this Act.

Insurance of the workmen shall relate to cases of illness, accident, disablement, old age, and death.

The first two classes of insurance (illness and accident) shall be obligatory, the others optional. The optional insurances may, however, likewise become obligatory should the Councils concerned therein so determine, and the majority of the workmen of the respective occupations demand it, and the Minister of Political Economy give his consent.

87. The insurers shall be the local Workmen's Insurance Associations, these forming together a National Union of Workmen's Insurance Associations.

The regulations for the National Union shall be drawn up by the Minister of Political Economy in agreement with the Councils. Specimen forms of the regulations shall be drawn up by the National Union for the local Associations.

88. In the regulations of the local Associations the following provisions shall be stipulated:—

(1) In case of Sickness—

- (a) Medical attendance for the insured workmen and their families;
- (b) Medicines and similar assistance prescribed by the medical man for the workmen and their families;
- (c) Nursing in hospitals and health-resorts for the workmen and their families, where recommended as necessary by the medical man;
- (d) Daily relief in money, which shall be reckoned according to the degree of disablement, but shall not be less than one-half of the daily

wage of the insured person, where the sick workman is compelled, on medical advice, to keep to his bed.

The wife and children shall be reckoned as the family of the workman. Insured female workers shall receive the same relief, in case of pregnancy, six weeks before and six weeks after their confinement.

(2) In case of accidents—

(a) Medical attendance in the sense of Sub-section (1) of this Section ;

(b) Temporary or permanent relief in money, reckoned according to the degree of disablement, in such manner that the allowance in the case of complete disablement shall be equal to the sum paid for wages ;

(c) In the case of death, compensation to the family of the insured, which shall be reckoned on the basis stated in Sub-section (5) of this Section.

(3) In case of disablement—

Temporary or permanent relief, the amount to be reckoned according to the sum paid in, in the sense indicated in Sub-section (4) of this Section.

(4) In the case of old age—

An allowance, the amount of which shall be reckoned according to the sum paid in and the duration of the payments, and for which the Minister of Political Economy in agreement with the National Union shall issue calculation tables.

(5) In case of death, for the widow and children—

(a) A contribution towards cost of burial, in proportion to the insured monthly wages of the deceased ;

(b) 30 per cent. of the allowance to which the insured person shall have had a claim, for the widow, and in addition 5 per cent. for each child ;

(c) Should the workman leave motherless children, the eldest child shall receive 20 per cent. of the allowance made, the second, third, and fourth children 10 per cent. each, and each additional child 5 per cent. of the total of the allowance.

The widows shall draw their allowance up to the time of re-marriage, the children up to the time of completing their fourteenth year.

On the occasion of her re-marriage, the widow may be granted compensation up to the amount of three years' allowance, should this be more advantageous to the allowance fund.

Up to the time of the introduction of this class of insurance, the family of the insured workman shall draw, in the event of his death, the amount provided in this Section under (a). This relief shall be taken from the sick fund.

89. The regulations shall prescribe the cases in which the claim for relief lapses.

The reliefs granted out of the fund may neither be pawned nor subject to seizure.

90. The amount of cash relief in the case of sickness and death shall be determined by the local Associations ; the amount of other kinds of relief shall be determined by the National Union.

Appeal may be allowed against the decision of the local Associations to the National Union, and further appeal to the Minister of Political Economy, whose decision shall be final.

91. The insurance premiums, in the case of sickness, disablement, old age, and death shall be paid one-half each by the employer and the workman.

The accident insurance premiums shall be paid by the employers alone, in accordance with the scheduled classes of risks drawn up by the Councils.

The State shall make a grant to the insurance fund of at least 100,000 dinars yearly, which shall appear each year in the Budget.

The employers shall deduct, at the time of the first payment of wages, that share of the insurance premiums to be paid to the workmen. Should they fail to do this, they shall not be entitled to make subsequent deduction thereof, but shall be required to pay the premiums out of their own means.

The amount of the premiums for the various insurances shall be determined by the Minister of Political Economy in agreement with the National Union.

92. In the regulations it may be provided that persons whose obligation to insure has ceased, as also persons who are under no obligation to insure, may be admitted as members of the Insurance Associations, provided their yearly income does not exceed the amount of 2,000 dinars. Such persons shall also pay that share of the insurance premiums which employers are under the obligation of paying. In the same manner, workmen shall be at liberty to insure themselves for higher sums than those prescribed by the Act.

93. The local Workmen's Insurance Associations and their National Union shall be formed in accordance with the principle of self-government.

At the sittings of the local Associations and the Congresses of Associations, the employers shall be represented in proportion to the premiums they pay.

The committee of management and auditing committee of the local Associations and the committee of management and auditing committee of the National Union shall consist one half of workmen, one half of employers, with one representative of the State. The representative of the State shall be appointed by the Minister of Political Economy.

Decisions shall be taken in the sittings and in the committees by majority of votes ; in the event of an equal number of votes in committee, the President shall have a casting vote.

94. Relief funds in the case of mines, and insurance funds in the case of State and private works, which shall be in existence at the time the present Act comes into force, may be placed on an equal footing with the local Associations under the same conditions as agreed with the National Union in the sense of the present Act. Should no agreement be arrived at, these relief funds and insurance funds may carry on their operations within the limits of the legal provisions relating to Savings and Advance Associations ; nevertheless, the obligation to insure, according to the meaning of this Act, shall remain distinct from the above in the case of the workmen of the works concerned.

95. The members of the committee of management and the auditing committee of the local Associations shall receive no remuneration for their services. The amount of remuneration of the members of the committee of management and auditing committee of the National Union shall be fixed in the regulations.

As regards the liability of these committees, the provisions of the Act relating to Savings and Advance Associations shall be applicable to them.

(C)—*Pension Fund.*

96. With a view to the material relief of disabled and impoverished tradesmen, handicraftsmen and their families, as also of their assistants, special Trade and Handicrafts Pension Funds shall be established.

The means for the establishment of these funds shall be provided from the amounts obtained from the liquidation of the dissolved guilds (§161 of this Act) and out of the income provided according to the regulations. In addition to this, the State shall accord a yearly grant of at least 50,000 dinars to the Handicrafts Pension Fund and a grant of at least 15,000 dinars to the Trade Pension Fund for the insurance and pensioning of the assistant staff of trading businesses.

The pensions derived from these funds shall neither be pawned nor subject to seizure.

97. The Councils of Trade or Handicrafts shall issue regulations relating to the establishment of the Trade and Handicrafts Pension Fund, and shall communicate the same for approval to the Minister of Political Economy.

After the establishment of the Handicrafts Pension Fund, in accordance with this Act, the Handicrafts Pension Fund established for similar purposes by Order of the Minister of Political Economy under date of 18/31 October, 1898, shall cease its operations, and shall be incorporated, together with all its cash deposits and liabilities, with the new fund. In the same manner, the Trade Pension Fund established on the 17/30 October, 1901, and favoured by the Act of 26th February/11th March, 1902, may, under the conditions prescribed by the Commercial Council, be merged in the new Trade Pension Fund.

PART V.—ORGANISATION OF TRADES.

(A)—General Regulations.

98. Both proprietors of businesses and also their workmen, shall be entitled to combine in associations for the protection of their economic and moral interests (Trade Associations). The proprietors of businesses and workmen may form, either separately or in common, associations of this kind, either according to their particular branch of trade or without regard to their occupations. Women may belong to these organisations either as proprietors or workers, with all the rights of regular members. Persons under age, persons under the charge of guardians and corporate bodies shall exercise their right of membership through their representatives. These associations may also form local or national unions. Masters of skilled handicrafts shall likewise be empowered under this Act to form compulsory guilds.

The Councils shall be regarded as the highest representatives of these trade associations, in the sense of the provisions of the present Act. Associations desiring to be represented in the Councils shall submit their regulations to the particular Council for approbation, and shall place themselves under its control.

(B) Guilds (§§99–112).

110. The assistants of masters who have combined into a guild shall take part in the work of the guilds and in the exercise of their functions, so far as they are legally entitled to do so.

For this purpose the assistants shall select from among their number a committee consisting of five members (Assistants' Committee). There shall be a Chairman at the head of the committee, who shall be elected by the members from among their number.

This committee shall represent the assistants of the respective guilds and their interests in all questions relating to the status of the assistants.

111. The members of the assistants' committee and their substitutes shall be elected by the assembly of assistants from among their number. All assistants of full age belonging to the respective guild in possession of civil rights shall be considered as belonging to the assistants' assembly, irrespective of whether they are actually in a situation or not, or whether they work on wages or by piece-work for their employers.

As members of the assistants' committee and their substitutes, only such persons may be elected who have not been punished for acts of a dishonourable kind and who satisfy the conditions required for the electors of this committee.

112. The participation of the assistants in the work of the guild of their employers shall be restricted to the following matters :—

- (1) Regulation of the conditions of work ;
- (2) Election of the examining committee for the assistants' examinations ;
- (3) Election of the Industrial Arbitration Court ; and
- (4) Establishment and management of all those institutions which are founded by the guilds and to which the assistants contribute material support, such as Labour Exchanges, Workers' Asylums, and so forth.

In the treatment of these questions enumerated, and of other questions provided for by the statutes, as also in the passing of resolutions relating to them, in the board of management of the guild, at least one member of the assistants' committee and, in the general meetings of the guild, all the members of the said committee, shall take part, with the right to vote.

(C)—District Boards of Management of the Guilds (§§113–116.)

(D)—Councils.

117. The associations of industrial workers, handicraftsmen, traders, and workmen shall each form a Council, which shall have its registered office in Belgrade.

118. For each of these, statutes shall be drawn up, which shall be submitted for approval to the Minister of Political Economy.

The statutes shall contain provisions relating to—

- (1) The manner of drawing up the list of candidates for the election of the regular members of the Council, and the manner and time of the summons for the election of the members ;
- (2) The resignation of membership and the manner of filling vacancies ;
- (3) The capacity to pass resolutions and the manner of voting at Council sittings.
- (4) The duties and rights of the chairman, secretary, and board of the Council ;
- (5) The manner of amending the statutes ;
- (6) The issuing and approval of the financial statement and the auditing of the year's accounts ;
- (7) Particular provisions relating to the division of the Council into sections and the obligations of the latter ;
- (8) The publication of the yearly report ; and
- (9) The manner of providing the means for defraying the expenses of the Council.

119. In addition to the duties enumerated in various Sections of this Act, the Councils shall have the following duties :—

(1) To fix by means of orders and notices, within the limits of the provisions of this Act, the relations which shall exist between apprentices and masters within their competence ; or to revise and approve those issued by the guilds and the district boards of management of the guilds ;

(2) Where it appears that the provisions of this Act and of the regulations relating to questions of handicrafts, industry, and trade are not properly adhered to, to make proposals to the Minister of Political Economy with a view to remedying the state of affairs ;

(3) At the request of the Minister of Political Economy to draw up reports respecting measures for the encouragement of trade and industry, and to make proposals and reports on their own initiative to the Minister ;

(4) To examine the proposals made by the guilds or other bodies representing the masters, traders, manufacturers, and workers ;

(5) To issue yearly reports relating to the position of handicrafts, industry, trade and traffic, as also with regard to the labour organisations and workmen's benefit institutions ;

(6) To give the necessary information to the Minister of Political Economy, when desired ;

(7) To offer suggestions relating to the establishment of useful institutions, such for instance, as museums, exhibitions, labour exchanges, technical schools and courses, and so forth ;

(8) To control organisations existing in accordance with the provisions of this Act ;

(9) To keep a list of the registered firms engaged in handicrafts, trade, and industry ;

(10) In disputes relating to trade, industry, and handicrafts, to select the Arbitration Court for the settlement of such disputes, in agreement with the parties concerned ;

(11) To give the permissions referred to in the various cases mentioned in §5 of this Act.

The Industrial and Commercial Councils shall, in addition, have the following duties :—

(a) To keep a list of the registered trade marks and designs, and of the manufacturing concessions granted ; and

(b) To elect members for the Commercial Court out of the number of merchants and manufacturers.

The Commercial Councils shall, moreover, issue certificates relating to the customs of trade and the origin of goods.

120. The Councils shall be considered as corporate bodies and, as such, as necessity demands, acquire real property, undertake obligations, bring actions, and be sued at law.

The Councils shall be answerable with their property for obligations undertaken.

121. The expenses of Councils shall be met in the following manner :—

(1) Out of the income due to them in accordance with this Act ; and

(2) Out of endowments and other occasional receipts.

Moreover, the Trade and Labour Councils shall each receive a grant of 6,000 dinars, yearly, provided out of State funds.

Should these means not suffice to defray the regular expenditure, the Councils, with the consent of the Minister of Political Economy, may raise the necessary supplementary amount from all the corporations represented by them.

The Commercial and Industrial Councils shall be entitled to impose on all trading and industrial undertakings on the register a contribution of from 1 to 2 per cent. on the existing direct taxes, in order to cover the cost of their maintenance ; this supplement shall be collected together with the tax.

122. Each Council shall consist of twelve members from that district in which it is located, and one representative from each district.

123. In addition to the regular members, each Council shall have honorary members, who shall be elected in full session by the regular members, without reference to their particular calling.

Honorary members shall only have consultative votes, and may not take an active part in the voting.

The Councils shall also be entitled to consult technical experts in the settlement of particular questions.

124. The following may be elected as regular members of the commercial, industrial and trade Councils :—

(1) Persons of Servian nationality, in full possession of their civil rights ; and

(2) Persons who have exercised for at least three years the right to trade independently, or are still exercising such right, irrespective of whether they have acted as proprietors or as business managers.

Workmen above twenty-five years of age, of Servian nationality, in full possession of their civil rights, and who have been engaged for three years at least as workmen at home, may be elected as members of the Labour Councils.

125. The ordinary members of Councils shall be elected from among the members of full age of the organisations of occupations established in the sense of this Act which are represented in the Council.

No one may have more than one vote.

126. The members of the Council shall hold office for four years. One half of the elected members shall retire at the expiration of two years by lot. Retiring members may be re-elected.

127. The Councils shall hold ordinary and extraordinary meetings. The former shall be held at least once a month, the latter according to requirement.

Extraordinary meetings shall be called at the request of the Minister of Political Economy, or at the request of one-third of the ordinary members.

128. Among the functions of the meetings of the Council shall be reckoned—

(1) The election of the board of management, of the honorary members, and of the members for the separate sections ;

(2) The drawing up and approval of the financial statement, the auditing of the year's accounts, and the approval of the expenditure incurred beyond the limits of the financial statement, as also the approval of any loans to be raised ;

(3) The passing of resolutions relating to the acquisition, sale, and mortgaging of real property ;

(4) The issuing of reports and presentation of proposals to the Minister of Political Economy in all questions referring to handicrafts, commerce and industry, and specially as regards legislative proposals relating thereto ;

(5) The issue of provisions and directions relating to the regulation of the conditions of apprenticeship ;

(6) The election of candidates for the posts of Secretary ;

(7) Amendments in the Statutes of the Councils, and

(8) The issue of an order relating to examinations for masters and assistants.

The meetings of the Council shall be competent to pass resolutions, if more than one-half of the members are present. In default of this number of votes, a fresh meeting shall be called, which shall be competent to pass resolutions, irrespective of the number of votes.

129. At the request of the Minister of Political Economy, or should the Councils consider this to be necessary, they may also hold joint sittings, in which case they shall decide as one corporation.

130. At the head of each Council there shall be a board of management, with respect to the composition and scope of which the Statutes of the Council shall give further particulars. The members of the board of management shall be elected for a period of two years from among the members of the Council residing in the place.

The board of management shall deal with all current business, levy the contributions, prepare the work which is to be submitted to the Councils for discussion and for the passing of resolutions, execute the decisions of the Council, and, in general, perform all work within the province of the Council, so far as such work is not reserved for the meetings of the Council.

The provisions of §105 shall apply with respect to the liability of the board of management.

131. An expert Secretary shall be appointed to each Council, selected from among the number of those persons who possess academic education, and have proved by their work that they are fully acquainted with all important economical questions.

The Secretaries shall be appointed by the Minister of Political Economy from among twice the number of candidates proposed to him by the Council. They shall be installed by competition for a period of five years. Their salary shall be regulated by Statute, and shall be defrayed by the Council.

The Secretaries shall be entitled to make payments into the pension fund for the widows and orphans of officials. On entering the service of the State, the years spent in the Council shall be reckoned as part of their period of service.

132. The Minister of Political Economy shall submit to the respective Councils all proposed draft legislation, measures referring to handicrafts, trade, industry, labour or workmen's benefit institutions, for their opinion.

In the same manner, the respective Ministers, before the conclusion of contracts with foreign States with reference to trade and traffic, in questions of new taxes referring to industry, handicrafts and trade, and in questions of traffic and tariff policy, shall obtain the opinion of the Councils. The reports of the Councils shall, on the occasion of the presentation of the corresponding Bills, also be submitted to the Legislature (Skupstchina).

133. Should the Councils or individual members thereof discharge their duties in a careless or negligent manner, or extend their activities beyond the scope of this Act, the Minister of Political Economy may, after warning, dissolve the Council and order a fresh election, which shall take place at the latest within one month.

PART VI.—TECHNICAL SCHOOLS (§§134-139).

134. In places where a large number of apprentices, assistants, and workers are employed, technical schools shall be established for the purpose of providing further training in matters of industry, handicrafts, and trade.

In regard to these, distinction shall be made between the following :—

- (a) General industrial and commercial schools ;
- (b) Special technical courses for separate trade and industrial branches ;
- (c) Women's schools for handicrafts and domestic economy ;
- (d) Special technical, industrial, and commercial schools.

With a view to the practical utility of these schools, those subjects only shall be taught which are directly connected with industry, handicrafts, and trade.

139. Attendance at the commercial and industrial schools shall be compulsory. The apprentices and assistants shall be under the obligation of attending the schools until they have passed the final examination.

Masters of apprentices and employers shall be under the obligation of sending their apprentices and assistants to these schools, and watching over their regular attendance.

The days and hours of instruction in these schools shall be fixed by the Minister of Political Economy in agreement with the competent Councils. In no case, however, shall the school lessons be deferred to the afternoons of Sundays and holidays on which the works are closed.

PART VII.—PRIVILEGES (§§140–143).

142. Workmen in search of work who are travelling from one place to another and seeking a situation, may claim in the lowest class a rebate of one-half of the fare for tickets when travelling by the railways, ships, and post-carts worked by the State or subsidised by the State. As credentials for this claim, the certificates of the Councils and other public authorities shall be valid

PART VIII.—STATE SUPERVISION.

144. The Minister of Political Economy shall exercise supreme supervision over all undertakings, corporations, and institutions with which this Act is concerned. He shall be empowered, in agreement with the Councils, to issue orders and give instructions relating to the exact and regular application of the present Act.

145. In order to facilitate the attainment of this purpose, a section for Industry, Trade and Social Legislation, with a special staff, shall be established in the Commercial Section of the Ministry of Political Economy. The duties of this Section shall be to supervise the enforcement of all laws relating to industry, trade, and social legislation.

146. For the direct supervision of all occupations falling under this Act, three industrial inspectors at least, with the rank of Secretary-Inspector of the Ministry of Political Economy, shall be appointed for Industry, Trade, and Social Legislation. These technical inspectors shall be appointed by the Minister of Political Economy. In default of suitable officials, private persons may act as honorary industrial inspectors for the time being.

147. The industrial inspectors shall be under the obligation, by repeated visits to all works engaged in industry, handicrafts, home industry, commerce and traffic, to supervise the observance of the provisions of this Act. They shall study the conditions of trade and labour, and shall collect and publish the results of their observations.

It shall be the special duty of these industrial inspectors, by conscientious work and continuous supervision, to secure to the workers the benefits of the Act, and by tactful endeavours and expert advice to keep the employers to the proper fulfilment of all their legal obligations.

148. In the exercise of their duties, the industrial inspectors shall have power—

(a) At any time, by day and by night, during working hours, to visit all works and all their various departments ;

(b) As far as possible to carry out their inspections in the company of experts or other representatives of the workmen's organisations ;

(c) To demand, within the limits of the provisions of the Commercial Code and other Acts concerned, all prescribed reports, certificates, deeds, documents and so forth, for the purpose of inspecting, studying, or copying the same. In the case of undertakings carried on by virtue of concessions, the Acts relating to such concessions shall apply with respect to the inspection of books and documents ;

(d) To question and examine any person engaged in the undertaking, should it be necessary, in order to ascertain whether the legal regulations are being observed, and, in general, to ascertain the conditions prevalent in the undertaking ;

(e) To inspect the schools attended by the workers' children in the respective undertakings ;

(f) To make themselves conversant, with the help of a medical man, with the state of health of the proprietor of the undertaking and his assistant staff, and in the event of the proved existence of infectious diseases, to inform the respective sanitary authority of the matter ; and

(g) To make all the necessary arrangements for the observance of this Act.

149. Employers shall be under the obligation to inform their respective Councils of the starting of work and of every interruption of the same, as also of all accidents, and to keep them informed at all times in regard to the number of workers, the rate of wages, the number of cases of sickness, and all important occurrences. In the same manner, the employers shall on request, forward to the industrial inspector copies of all documents which he may require for the carrying out of his duties.

150. Employers and their managers and assistants shall show goodwill to the inspectors.

Whoever shall obstruct the inspector in the prosecution of his duties, or fail to carry out the instructions given by the inspector in his official capacity, or to produce documents or papers the production of which is required pursuant to this Act, or who shall conceal persons on his staff, or prevent their appearance before the inspector, shall be considered as a person who obstructs the inspector in the fulfilment of his duties.

151. The Minister of Political Economy may allow himself to be represented in the Councils and in the separate special institutions pursuant to this Act (Funds, Labour Exchanges, and so forth), by special permanent or honorary commissioners. The commissioners shall be entitled to take part in the meetings of the committees of management of these institutions, and to veto the adoption of any resolution the carrying out of which would in his judgment be illegal or dangerous, until the Minister of Political Economy shall have pronounced his decision on the matter. Should no decision be given by the Minister within seven days, the resolution shall be regarded as approved.

The commissioners' expenses shall be borne by the Budget.

152. All State and autonomous authorities shall be required to give their assistance to the offices of the Minister of Political Economy, as also to the bodies referred to in this Act. They shall more especially collect, when

requested by the same, the required particulars and information, and also carry out as rapidly as possible the instructions and decisions issued pursuant to this Act.

PART IX.—PENALTIES.

153. The following infringements of the regulations shall be subject to a penalty of from 100 to 1,000 dinars :—

(2) The proprietor of trade workshops and industrial undertakings on whose premises an accident has occurred for which he is culpably responsible, provided that the accident does not entail further penal liability. In the event of a repetition of the same, the proprietor may be prohibited from continuing work in the particular workshop or premises :

154. The following persons shall be liable to a penalty of 100 to 200 dinars :—

(4) Proprietors of businesses who fail to give their apprentices liberty to become assistants at the proper time ;

(5) Proprietors of businesses in whose works there is an absence of cleanliness or in which no attention is paid to order and morality ;

(6) Proprietors of businesses who keep their assistant staff at work on those days when the employment of the assistant staff is forbidden by Act, order or contract ;

(7) Persons who employ children for apprenticeship under the age prescribed by law ;

(8) Persons who employ women and workers under age in contravention of the provisions of this Act ;

(9) Manufacturers who issue rules of employment which contravene the present Act ;

(11) Proprietors of industrial undertakings who neglect to provide an ambulance for the sick, and a kitchen and dwellings for the workers, where it is their duty to do so.

(12) Proprietors of businesses who prevent the inspection of their works and refuse to give the competent officials the information required of them.

155. The following persons shall be liable to penalties of from 50 to 100 dinars :—

(1) The officials of the State and autonomous authorities, as also the officials of the corporations and special institutions provided for by this Act who neglect to perform the duties prescribed by this Act, and by the regulations connected therewith.

(2) Persons who keep apprentices and assistants without being authorised thereto ;

(3) Persons who fail to make written contracts with apprentices and assistants, or who make contracts not in accordance with the regulations :

(4) Persons who extend the contract of work in contravention of the provisions of this Act ;

(5) Persons who break the contract of work contrary to the provisions of this Act.

156. The following persons shall be liable to a penalty of from 20 to 50 dinars :—

(1) Employers who take on workers who have not terminated their engagements to serve their previous employers in accordance with the regulations ;

(2) Employers who pay their workers in contravention of the provisions of §60 of the present Act ;

(3) Employers who decline to give their workers a testimonial as to their work or who draw up the same in an illegal manner ;

(4) Masters of apprentices who employ their apprentices in contravention of this Act ;

(5) Engine and mechanical plant attendants who discharge their duties negligently.

157. The following persons shall be liable to a penalty of from 5 to 20 dinars :—

(1) Employers who fail to notify the competent authorities of the conclusion or termination of a contract of service ;

(2) Employers who fail to inform the insurance association of the engagement of a worker or of the fact that he has left their service ;

(3) Employers who fail to pay the amounts of their insurances in proper time to the insurance society ;

(4) Employers whose apprentices and assistants fail, owing to their employer's fault, to attend the technical schools regularly, the penalty being applicable to each case of absence.

158. The penalties imposed pursuant to this Act shall not exclude further penal and civil liability, if such liability should exist according to the provisions of the Penal and the Civil Codes.

In the event of failure to pay the amount of the fine, the defaulting party shall be liable to arrest, in which case one day's detention shall be reckoned as equivalent to 10 dinars.

The sentences shall be carried out within one month, at the latest, after they become executory.

In cases of repetition of the offence, the fine shall be doubled, provided not more than three years have elapsed since the occasion of the last fine.

159. The fines referred to in §153, under Sub-sections (4), (5) and (7), §154, Sub-sections (1) and (3), §155, Sub-section (3), and §157 Sub-sections (1), (2) and (3), shall be imposed by the Police Authorities : the fines referred to in §157, Sub-section (4), §153, Sub-sections (1), (2) and (3), §154, Sub-section (11), and §155, Sub-sections (1) and (2), shall be imposed by the Minister of Political Economy : the fines referred to in §153, Sub-section (6), and §154, Sub-sections (2) and (9), shall be imposed by the Councils.

The other fines with respect to the proprietors of works and their assistant staff shall be inflicted by the industrial inspectors.

The fines payable by State officials and autonomous authorities shall be imposed by the Minister concerned.

Appeals against the decisions of the districts boards of management of the guilds shall be lodged with the Councils of Handicrafts ; against decisions of the Councils and industrial inspectors they shall be lodged with the Minister of Political Economy. Against decisions of the Police Authorities appeal may be made to the Courts of First Instance.

The fines shall be collected at the places appointed for such purpose or, where this is not convenient, by the investigating authorities.

PART X.—TEMPORARY REGULATIONS (§§160-164).

164. This Act shall come into force on 1/14 July, 1911, the provisions respecting the Councils five days after publication of this Act. At the period mentioned the following regulations shall be no longer binding:—

The provisions respecting guilds of 14th/27th August, 1847 (Statute Book IV., page 4a); the Supplement to the Regulations relating to the guilds, of 29th January/11th February, 1849 (Statute Book V., page 2); the second Supplement to the provisions relating to guilds of 30th April/13th May, 1853 (Statute Book VII., page 42); the Act relating to the organisation of Committees of Trade and Handicrafts of 12th/25th October, 1870; (Statute Book XXIII., page 106); as also all other Acts and legal Enactments which run counter to the present Act.

XII. Sweden

1. *Kungl. Maj: ts nadiga kungörelse angående rätt för innehafvare af fabriker för tillverkning af frukt- och grönsakskonserver att, utan hinder af hvad i 1 § af lagen angående förbud mot kvinnors användande till arbete nattetid i vissa industriella företag den 20 november, 1909, stadgas, i sina fabriker använda kvinnor till visst arbete nattetid. Den 9 juni, 1911. (Svensk Författnings-Samling, 1911, Nr. 48.)*

Royal Proclamation respecting the right of owners of preserved fruit and vegetable factories to employ women in their factories for certain work during the night regardless of the provisions of §1 of the Act dated 20th November, 1909,* prohibiting the employment of women during the night in certain industrial undertakings. (9th June, 1911.)

We, Gustaf, by the grace of God, King of Sweden and of the Goths and Wends, make known that since the company known by the name of "Sveriges Förenade Conservfabriker" and several other manufacturers of preserved vegetables have, by petition to us, asked us to be graciously pleased to authorise the petitioners to employ women above the age of 18 years during the months of June to September, between the hours of 10 in the evening and 5 in the morning, in the preparation of raw materials on the arrival of the said materials, as well as in other work connected therewith, and the said petition having been reported on by the Board of Commerce,—We, in accordance with §4 of the Act of 20th November, 1909,* respecting the prohibition of the night-work of women in certain industrial undertakings, have been pleased to grant that, regardless of the provisions of §1 of the said Act, women may be employed between the hours of 10 in the evening and 5 in the morning, in preserved fruit and vegetable factories within the Realm, when so required, with a view to preventing raw material arriving at the factories from spoiling, and until such time as we decide otherwise, during the months of June, July, August, and September. Provided:

That the period of employment of women employed in each of the factories be arranged with suitable periods of rest, one of which shall be of at least one hour's duration after not more than 6 hours' continuous work, or 7 hours, during the period of transition contemplated in the above-mentioned Act;

* Text, E.B. V., pp. XVII., 66.

That the total period of employment for each woman shall not exceed 12 hours in 24, or during the period of transition in the above-mentioned Act, 13 hours in 24 ;

That no women shall work between the hours of 10 in the evening and 5 in the morning more frequently than at intervals of every other week ; and

That manufacturers who may wish to avail themselves of such authorisation shall inform the respective Factory Inspector of the date when the night-work is intended to commence and also when such night-work has been terminated. Should the manufacturer not fulfil the above regulation, he shall be liable in the manner set forth in §7 of the above-mentioned Act.

This Royal Proclamation shall come into force immediately after its promulgation.

2. *Kungl. Maj : ts nadiga kungörelse angående rätt för innehafvare af fabriker för konservering af skarpsill att, utan hinder af hvad i l § af lagen angående förbud mot kvinnors användande till arbete nattetid i vissa industriella företag den 20 november, 1909, stadgas, i. sina fabriker använda kvinnor till visst arbete nattetid.* (Den 11 augusti, 1911. (Svensk Författnings-Samling 1911, Nr. 69.)

Royal Proclamation respecting the right of owners of factories for the salting of herrings to employ women in their factories for certain work during the night, regardless of the provisions of §1 of the Act dated 20th November, 1909*, prohibiting the employment of women during the night in certain industrial undertakings. (Dated 9th June, 1911.)

We, Gustaf, by the Grace of God, King of Sweden and of the Goths and Wends, make known that since several manufacturers of anchovies in Lysekil have, by petition to us, asked us to be graciously pleased to authorise the petitioners to employ women above the age of 18 years during the period from the 15th August to the 15th November, between the hours of 10 in the evening and 5 in the morning, in the preparation of raw materials on the arrival of the said materials, as well as in other work connected therewith, and the said petition having been reported on by the Board of Commerce and the Board of Agriculture,—We, in accordance with §4 of the Act of 20th November, 1909,* respecting the prohibition of the night-work of women in certain industrial undertakings, have been pleased to grant that regardless of the provisions in §1 of the said Act, women may be employed from 10 in the evening to 5 in the morning in factories within this Realm, for the salting of herrings (konservering af skarpsill) when so required, with a view to preventing raw materials arriving at the factories from spoiling, and until such time as we decide otherwise, during the period from and including the 15th August, up to and including the 15th November. Provided :

That the period of employment of women employed in each of the factories be arranged with suitable periods of rest, one of which shall be at least of one hour's duration, after not more than 6 hours' continuous work or 7 hours, during the period of transition contemplated in the above-mentioned Act ;

That the total period of employment for each woman shall not exceed 12 hours in 24 or, during the period of transition in the above-mentioned Act, 13 hours in 24 :

* Text, E.B. V., pp. xvii., 66.

That no woman shall work between the hours of 10 in the evening and 5 in the morning more frequently than at intervals of every other week ; and,

That manufacturers who may wish to avail themselves of such authorisation shall inform the respective Factory Inspector of the date when the night-work is intended to commence, and also when such night-work has been terminated. Should the manufacturer not fulfil the above regulation, he shall be liable in the manner set forth in §7 of the above-mentioned Act.

This Royal Proclamation shall come into force immediately after its promulgation.

XIII. Switzerland

A.—FEDERATION.

Bundesratsbeschluss betr. die Eingabe der Schweizerischen Sektion der internationalen Vereinigung für gesetzlichen Arbeiterschutz (Berufskrankheiten). Vom 9. Juni 1911. (Schweizerisches Bundesblatt 1911, III., 729.)

Decree of the Federal Council relating to the petition of the Swiss Section of the International Association for Labour legislation (occupational diseases). (Dated 9th June, 1911).

The Swiss Federal Council, having examined a petition presented by the Bureau and the Swiss section of the International Association for Labour Legislation, dated 28th February, 1911, and having considered the opinion of the Federal Inspectors of Factories, dated 16th May, 1911, and in consideration that :—

In view of the resolutions passed at the sixth meeting of the International Association for Labour Legislation (Lugano, 26–28 September, 1910), which, since its foundation, has made a special duty of dealing with diseases contracted in the exercise of industrial occupations, the Swiss section (Swiss Association for the Promotion of International Labour Legislation in connection with the Bureau of the Association has submitted to the Federal Council the following proposals :—

(1) The issuing of a Decree prohibiting the use of lead-colours for interior work in the painting trade.

The issuing of the regulation that in commerce all lead colours shall be plainly marked "poisonous, containing lead."

(2) Consideration of the principles drawn up by the International Association :

(a) for the regulation of hygienic conditions in printing works and type-foundries ;

(b) for the regulation of hygienic conditions in the ceramic industry ;

(c) for the regulation of work in caissons ;

in any regulations issued relating to the prevention of occupational diseases.

These efforts are deserving of full recognition. It may be expected that, in conjunction with the enlightening work of modern sanitary science, they will bring about a progressive improvement of the conditions prevailing in the respective States, without the need of international conventions, which are not very well adapted for the purpose in view, since, in this domain, international rivalry does not play the leading part.

The Federal Council has always given attention to the prevention of occupational diseases, as is evidenced by:

The instructions drawn up by the Federal Factory Inspectorate, 13th August, 1897, for workmen employed in factories where lead and lead compounds are prepared or used. (Commentary to Factory Act, page 96.)

The instructions drawn up by the Federal Factory Inspectorate, 12th February, 1898, for preventing danger to health in printing works and type-foundries. (Commentary, page 104.)

The decision of the Federal Council relating to the suppression of the use of white lead for interior work in the painting trade, issued or put into force by the Executive Departments of the Federal Council, 30th June, 1908.* (Bundesblatt IV., 372.)

Furthermore, the Factory Inspectorate makes a point of using its influence in factories, whenever opportunity occurs, in regard to the prevention of occupational diseases.

It is, however, none the less necessary to give attention to the issue of new general provisions, or to the reconsideration of those already in force. There still remains one obstacle, which consists in the circumstance that the Federal Council is only empowered to issue such regulations for factories and undertakings that are subject to the regulations relating to liability for injury by accident. (§2 of the Factory Act; §5 of the Regulations relating to liability for injury by accident.) These, however, do not include the numerous small establishments in the painting trade.

A much more favourable state of things results from the Federal Act relating to insurance against sickness and accidents, inasmuch as it includes in the compulsory insurance against accidents and occupational diseases, besides factories, the building trade, and with it the painting trade, without taking into consideration the number of workmen employed. It therefore includes them under the provision for the prevention of such diseases, and also, in the Swiss State Insurance Institution, an organisation which aims at combating these diseases, it possesses effective means to this end, and will discharge the task in the most effectual manner, in its own interests. It is therefore necessary to wait until the Insurance Act comes into force. (See the preamble to the said Decree of the Federal Council, dated 30th June, 1908.)

The Factory Inspectorate has arrived at the same decision. From their deliberations, in which Dr. O. Roth, Professor of Hygiene at the Federal Polytechnic, co-operated as expert, it is further shown that the industrial conditions relating to occupational diseases have improved in Switzerland, and that there is no reason to regard the more unfavourable conditions prevailing in foreign countries as a fair criterion of existing conditions in Switzerland. The necessity of abolishing the use of lead colours has not yet been sufficiently proved.

It should also be pointed out that the revision of the Factory Act now in progress will also involve the revision of the existing provisions or instructions for protection against occupational diseases. For this purpose the proposals submitted will be taken into consideration [see above, §2 (a) and (b)]. The conditions prevailing in small undertakings which are not subject to the Factory Act will also be taken into consideration in the industrial legislation of the Federal Council.

* Text, E.B. III., p. 222.

Resolved :

That the petition be declared as settled, in the sense of these considerations.

B.—CANTONS.

1. TOWN OF BASLE.

1. *Reglement betr. die Verpflichtung der männlichen Lehrlinge der gewerblichen Berufsarten zum Besuche der beruflichen Vor- und Fachkurse und zur Ablegung der Lehrlingsprüfungen.* (Vom 19. Januar, 1910.)

Regulations relating to the duties of male apprentices of trade occupations, in attendance at the primary and technical courses of their trade and where passing the apprenticeship examination, dated 19th January, 1910.

2. *Verordnung betr. regelmässige Nacharbeit von Lehrlingen.* (Vom 15 Dezember, 1906, mit Abänderung vom 9 Februar, 1910.)

Order relating to regular night-work of apprentices, 15th December, 1906, with amendments of 9th February, 1910.*

5. In bakers' establishments, night-work shall be permitted as follows :—

(a) On working days, with the exception of the evenings before Sundays and holidays, from 11 o'clock at night to 6 o'clock in the morning ;

(b) On the evenings preceding Sundays and holidays (exclusive of evenings preceding Good Friday, Whitsunday Bettag, and Christmas Day) from 8 o'clock in the evening until 12 o'clock at night ;

(c) On Sundays and holidays, in the evening, after 7 o'clock, for half-an-hour, for the kneading of the dough, and also during the period from 20th December to 2nd January, with the exception of Christmas Day, each night, from the evening until 6 o'clock in the morning of the Sunday or holiday.

Night-work shall be suitably interrupted by intervals, viz. :—

(a) During working periods of four hours and upwards by one or two intervals, amounting to at least half-an-hour ;

(b) During working periods of six hours and more, by one or more intervals of at least three-quarters of an hour altogether.

An uninterrupted . . .

6. In confectioners' establishments night-work shall be permitted—

(a) In the two weeks previous to Easter Sunday and in the period from 20th December to 2nd January, on each day, in the evening from 8 to 10 o'clock ;

(b) During the remainder of the time for each single apprentice on two working days, at the most, during each week, in the evening from 8 to 9.30, but only for the delivery of goods.

The working hours may not in any case exceed eleven and a half hours daily and sixty-six hours weekly during the periods indicated under letter (a). In the remaining time . . .

* Text, E.B. I., p. 566, No. 4. (We publish here only the paragraphs amended according to the resolution of the Government of 9th February, 1910.)

8. In hotels and other public houses of every kind night-work shall be permissible for waiters' and cooks' apprentices—

(a) Daily, in the evening, from 8 to 10 o'clock ;

(b) For each individual apprentice on two days at the most, in the course of each week, from 8 to 11 o'clock in the evening.

In other respects the provisions of §§ 29 to 29 (c) of the Act relating to public houses and the other supplementary thereto shall apply.

9. In the hairdressers' trade night-work shall be allowed—

(a) Every Wednesday, Thursday, and Friday, from 8 to 8.30 in the evening ;

(b) In the evenings preceding Sunday and holidays, from 8 to 11 o'clock.

The working time . . .

3. *Verordnung betr. die Ausschüsse der Beamten Angestellten und Arbeiter der öffentlichen Verwaltung.* (Vom 29 Juni, 1910.)

Order relating to Committees of officials, clerks, and workers in the public services. 29th June, 1910.

I. Appointment and Composition of the Committees.

1. The State Council shall be empowered, for all or separate Administrations or classes of service, after consultation with the President of the administrative bodies concerned and with persons of confidence belonging to the staff, to appoint Committees of the officials, clerks, or workers (§19, paragraph 2, of the Act *).

The State Council shall be under the obligation of appointing a Committee, when applied for in writing by a majority of the officials, clerks, or workers entitled to vote, belonging to an Administration or section of an Administration numbering at least twenty officials, clerks, or workers (§19, paragraph 3, of the Act *).

2. By the Administration, in the sense in which the word is employed in this Order, shall be understood the sections of the departments of the State Council and the institutions subject to the departments.

By sections of the Administration shall be understood the sub-divisions of service branches of an Administration.

Classes of Service shall refer to the separate groups of officials, clerks, or workers of an Administration or section of an Administration, of similar or nearly related services.

As President of the separate Administration, branch Administration, or class of Service, the official next in authority, or his substitute, shall be qualified to act.

That which is prescribed in the Order relating to the Administration and its President shall apply in principle also to the Administrative section and the class of Service and the President of same, so far as a special Committee exists for them. The representation of the Administration in the case of Committees which embrace several departments shall be regulated by the State Council when forming the Committee.

3. The State Council may, when necessary, after consultation with the President of the Administrations and with persons of confidence on the staff concerned therein, order the formation of a Committee for one or several departments, departmental sections, or classes of Service. Wherever the circumstances

* Act of 8th July, 1909. Text, E.B. IV., p. 278.

justify it, special Committees shall be formed for the officials and clerks on the one hand, and for the workers on the other hand. Special Committees, however, for the officials on the one side, and the clerks on the other side, may also be formed.

If, in accordance with §19, paragraph 3, of the Act relating to the staff, the appointment of a Committee is demanded, the State Council shall decide whether a special Committee for the Administration or branch Administration in question shall be formed, or whether the branch Administration shall be combined with other branch Administrations for the formation of a common Committee.

4. A separate Committee shall consist of at least three and at most eleven members, with from two to four substitute members also. For each Committee the State Council shall fix the number of the members and substitute members, and, in consideration of the classes of Service to be represented by the Committee, the form of their composition.

II. Election of Committees.

5. The Committees shall be elected for a period of office of three years.

As soon as the number of the members and substitute members of a Committee are so reduced by retirement during this term that their total number has become less than two-thirds of the number of members, fixed in accordance with §4 of the regulations, the retired members and substitute members where the time amounts to at least ten weeks to the expiration of the term of office, shall be replaced for service during the remainder of the term of office.

6. For the appointment of the members and substitute members of a Committee, the following shall have the right to vote, within the limits of the respective Administration, branch Administration, or class of Service, with the exception of their President and his deputy, with the proviso that they shall have already passed the twentieth year of their age :

- (a) All officials, clerks, and permanent workers ;
- (b) All temporary workers and assistant workers who have been engaged continuously for at least six months in the Administration (§19, paragraph 4, of the Act).

Those entitled to vote shall be under the obligation to take part in the election in all cases where none of the undermentioned grounds of release exist (§19, paragraph 7, of the Act).

The grounds of release shall be as follows :

- (a) Absence from service for one of the reasons admissible by law or by official or service regulations ;
- (b) Occupation or services outside the limits of the Canton.

7. The following shall be qualified for service as members or substitute members of a Committee within the limits of the respective Administration, Administration section, or class of Service ; all official clerks and workers entitled to vote and who have been employed for at least one year continuously in the Administration (§19, paragraph 5, of the Act).

Those qualified for election, wherever none of the undermentioned reasons for release exist, shall be under the obligation to accept their nomination as members or substitute members of the Committee, and exercising the mandate given them (§19, paragraph 7, of the Act).

The grounds for release shall be the following :

- (a) Having passed the fifty-fifth year of their age ;
- (b) Serious illness ;
- (c) The holding of the office of member or substitute member of the Committee for at least one period of office ;
- (d) Regular official service outside the limits of the Canton.

8. Unjustifiable failure to take part in the election (§6 of the Regulations) as also unjustifiable failure to accept election or to exercise the mandate (§7 of the Regulations) shall be punished by disciplinary procedure (§§7, 9, and 10 of the Act).

9. The voting shall take place in writing and secretly and separately for each Committee under the supervision of an election bureau, to which one official of an Administration, as chairman, and at least two persons entitled to vote, as assistants, shall belong.

Each voting bureau shall have one official or employee of the Administration, who shall keep the minutes.

The respective President of the Administration shall appoint the election bureau and the recorder of the votes. In addition, he shall take all necessary measures for recording the votes. He shall not interfere in the business of the voting itself.

In case of need the " Regierungsrat " shall issue further instructions relating to the carrying out of the elections.

10. The competent President of the Administration shall make known, in the proper manner, to those persons entitled to vote, the time of voting—namely, the day and the hours when the voting papers must be placed in the voting urn (ballot box) by those entitled to vote, or sent sealed to the voting bureau, making this notification in principal elections (election of the whole of the members and their substitutes to the Committee) at least four weeks, and, in the case of elections of substitutes (election of separate members or their substitutes to the Committee), at least two weeks previous to the holding of the elections.

In the case of principal elections an interval of ten days shall be given in making this notification, within which period applications may be handed in to the Administration with a view to the taking of the vote according to the principle of proportionate voting (§11 of the Regulations) and for the election of trustees (§13 of the Regulations).

Nominations may be made known by placards by persons entitled to vote, four days before the election day, and up to the termination of the voting, in the public building at the places indicated by the President of the Administration.

11. In all cases where no application has been made for the proceedings for the election to be carried out in accordance with the principle of proportional voting, the elections shall take place according to the principle of relative majorities. In accordance therewith, those persons shall be elected within the limits of each class of voters (first, members ; second, substitute members) from among the persons qualified for election who have received the largest number of votes.

Should at least a fourth part of those entitled to vote make a request in writing previous to the principal election, within the term fixed (§10 of the Regulations), the election of the Committee shall take place in accordance with the principle of proportional voting (§19, paragraph 6, of the Act). In this case, the Regulations of §§1 to 16 and of the first paragraph of §19 of the

Act relating to elections for the Grand Council, according to the principle, proportional voting, with the undermentioned exceptions, shall be applied.

(a) The provisions of the Act relating to elections for the Grand Council shall refer to the Committee; those referring to the number of the members of the Grand Council shall relate to the number of the members and the number of substitute members for the Committee; those referring to the Police Department and the Regierungsrat shall relate to the competent President of the Administration; those referring to the election circuit shall relate to the Administration, Administrative Department or class of service, for which a committee shall be elected.

(b) The following terms shall apply. For the presentation of nominations for the election: ten days before the day of the election. For the declining of candidatures, presentation of substitute nominations and the application of selections in the case of the existence of several lists with the same superscriptions: one day in each case. For the delivery of the lists to those entitled to vote: two days before the day of election.

(c) Every nomination of a candidate must be signed by at least three voters of the respective Administration, Administrative Branch, or category of service.

(d) Every person qualified for election is required, subject to the reservation of §7 of these Regulations, to allow himself to be proposed on a list.

(e) Instead of the voter personally depositing a list in the voting urn, it is permissible for him according to §10 of these Regulations, to send in a list to the voting bureau. Every voter shall be provided with a distinguishing check, together with the lists and proof of his right to vote.

(f) Should there be no substitute candidates, or none in sufficient number presenting themselves, to take the place of members or substitute members of the Committee who may be retiring during the term of office, then by-elections shall be ordered as soon as the circumstances presumed in §5, paragraph 2, of these Regulations shall have occurred.

For the by-elections the procedure that was followed in the last principal elections shall be applied.

12. The retiring members and substitute members of the Committee are eligible for re-election.

Members and substitute members on a Committee who, in consequence of retirement from service or owing to a change in their official position have lost their right to vote, shall lose their membership.

III. Election of Trustees.

13. If so requested in writing, by a majority of the persons entitled to vote for a Committee, previous to the principal election of the Committee, within the fixed term (§10 of the Regulations), an opportunity shall be given to the voters to elect, at the same time as the election of the Committee, and for the same period of office, one or two trustees who do not belong to the circle of the voters. These trustees shall be entitled to take part in the business of the Committee, with a consulting vote. Whoever shall be entitled to vote in the affairs of the Canton shall be eligible as a trustee (§19, paragraph 8, of the Act).

The same person shall be eligible as a trustee for several Committees. Trustees who retire during the term of office shall be promptly substituted for the remaining period of office.

The elections shall take place in accordance with the principle of the relative majority. According to this principle, whoever shall receive the majority of votes shall be elected as a trustee.

IV. Functions of the Committee.

14. The Committee shall, in general, have charge of the representation of the interests of the staff before the higher authorities, and shall report upon the regulations to be issued for arranging the conditions of service (§19, paragraph 1, of the Act). The Committee shall, in particular, have the following duties :

(a) To report the intended issue by the Administration of provisions relating to the conditions of service, salaries, and wages, and with respect to arrangements relating to the staff ;

(b) To take the initiative in discussing matters affecting the interests of the whole of the Administrative staff, or separate groups thereof, and to submit their wishes and suggestions in relation thereto to the Administration, giving reasons for same ;

(c) To receive, to examine, and to submit to the Administration, together with their report, any complaints, wishes and suggestions communicated to them from the members of the staff, affecting the interests of the whole staff, of the Administration, or single groups thereof.

(d) To receive personal complaints of individual officials, employees or workers, relating to their conditions of service, exclusive of cases reserved for treatment by the disciplinary Commission (§10 of the Act), subject to the reservation that a decision on the matter has already been arrived at, by the complainant's superior next in authority to the President, or by the President himself ; to examine such complaints and to submit these to the Administration with their report thereon.

(e) To give their opinion with respect to cases of discipline at the request of the disciplinary Commission when the Councillor of State shall consent to their doing so.

(f) To report upon matters affecting the interests of the whole of the staff, or separate groups thereof, or of individual officials, employees or workers, and which are submitted to the Committees by the Administration of its own accord, or by instructions of the superior authorities concerned.

(g) To settle disputes among the staff, affecting the conditions of service, when called upon to do so by the parties to the dispute.

(h) To encourage the staff to maintain good order and discipline, and also to promote amicable relations among the staff themselves, and a good understanding between superiors and subordinates.

The provisions mentioned under head (a) shall be submitted by the Administration to the Committees, to be reported upon before being put in force.

V.—Meeting and Business Procedure of the Committee.

15. Each Committee shall constitute itself. It shall choose from amongst its members, for the same period as its own term of office, its chairman and secretary and their deputies.

In these elections an absolute majority shall be required in the first voting, and a relative majority in the second voting.

16. The meetings of the Committee shall be classed as under :—

(a) those in which its own members only are present (special meetings) ;

(b) those which it holds in combination with the President of the Administration (joint meetings).

All the members of the Committee shall be summoned to all meetings, and, in the event of the absence of individual members, the corresponding number of substitutes, and in the case of committees to which trustees have been appointed, such trustees shall likewise be summoned.

Should there be a single Committee for several Administrations, the President of the Administration concerned shall take part in the joint meetings. Both kinds of meetings shall be held as required ; at least, once in six months, however, a joint meeting shall be held.

The special meetings shall take place when summoned by the chairman of the Committee. If so required by at least one-third of the members of the Committee, the chairman shall summon a meeting.

The joint meetings shall be summoned, after prior arrangement with the chairman of the Committee, by the President of the Administration.

The Committee shall be competent to act in the special meetings and in the joint meetings when the number of members and substitute-members present exceeds half the number of members of the Committee.

Only members of the Committee and the substitutes present on behalf of members unable to attend, may participate in the voting in the special and the joint meetings.

17. Each Committee shall discuss, first among its members (special meeting) those affairs which have reference to the circle of its own functions. The Committee shall be empowered to call to its assistance individual officials, employees or workers who are specially interested in the subject under discussion, these having a consulting vote.

It shall then inform the President of the Administration of the results of its discussions and shall come to an understanding with him with regard to the holding of a joint meeting.

The President of the Administration shall preside at the joint meeting. He shall be empowered to summon to the joint meeting, either on his own initiative or at the request of the Committee, inferior officers, as also individual officials, employees or workmen, specially interested in the subject under discussion, with a consulting vote. The competent President of the Department, as also the President of the whole Administration in the case of Committees of separate branches of the Administration shall have the right, in special cases to be present at the joint meetings : in this case, he may preside, and take such measures as would otherwise be incumbent on the President.

18. Special meetings shall, as a rule, take place out of the usual working hours. By way of exception, they may, however, be held during working hours, with the consent of the President of the Administration. In those Administrations where the ordinary working hours do not terminate till after 6 o'clock in the evening, the special meetings of the Committee shall usually take place during working hours, with the consent of the President of the Administration. Permission shall be granted to leave work to attend these meetings, unless there are urgent reasons of service to the contrary.

The joint meetings shall usually be held during working hours. No reduction of wages shall be made to the members of the Committee or their substitutes for taking part in such meetings of the Committee as are held, in

agreement with the President of the Administration, during working hours. The Administration shall place, free of charge, at the disposal of the Committee the necessary office requirements, as also premises for the special and joint meetings.

19. Minutes shall be kept of every meeting, whether it be a special or a joint meeting.

In the special meetings, the minutes shall be kept by the Secretary of the Committee, and in the joint meetings by an official or clerk appointed by the President of the Administration.

The minutes of the special meetings shall be subject to approval by the Committee; the minutes of the joint meetings shall be subject to approval by the Committee and the President of the Administration.

The minutes of the special meetings shall be open for inspection at any time by the members of the Committee and their substitutes, as also by the Trustees; the minutes of the joint meetings, in addition to those mentioned, shall be at all times open for the inspection of the President of the Administration, of the President of the Department, and of the Councillor of State.

20. Every Committee shall issue an annual report in writing of its transactions to the Administration and the staff. Any further regulations that may be necessary, relating to the course of business of the Committees, shall be supplied by the Councillor of State.

VI.—Treatment of Differences between Administration and Committees.

21. With the exception of the cases to be dealt with by the disciplinary commissions (§14, Heads D and E of the Regulations), in those cases where an agreement has not been arrived at between the Administration and the Committee, the matter shall be submitted to the President of the Department concerned, who shall give his decision on the basis of the written reports or minutes submitted to him by both parties, as also, if necessary, by personal audience of the Committee, and shall communicate his decision to both parties in writing with the grounds thereof.

In principle, the same procedure shall be followed in those cases in which, according to legal prescription, the decision is within the competence of the Councillor of State or a Court of Law, where an appeal to one of these authorities may be lodged.

VII.—Complaints.

22. Complaints against decisions of the President of the Administration, on account of infringement of these Regulations, shall be sent in by the injured party (a Committee or a person belonging to the staff) in writing, within fourteen days, to the authority above the President in question. The Councillor of State shall be competent to decide upon such complaints: his decision shall be given after hearing the President of the Administration and on the report of the authority above him.

VIII.—Communications of the Regulations to the Staff.

23. In those Administrations for which Committees have been established, every official employee or worker shall receive a copy of these regulations against acknowledgment of receipt.

IX.—The Staff Committee of the Courts of Law.

24. The provisions of these Regulations apply also to Committees of officials, clerks, and workmen of the Courts, of the Public Prosecutor's office, and of the judicial preliminary examination authorities.

The Court of Appeal shall have the powers of the Councillor of State, and that President of the Court longest in service shall have powers of the President of the Department.

With regard to the Public Prosecutor's office and the judicial preliminary examination authorities, reservation is made of special prescriptions of the Councillor of State and of the Court of Appeal, relating to the formation of the Committee and the representation of the Administration.

The provisions enacted in §§9 and 20 of these regulations, for cases of need relating to the carrying out of the elections and the procedure of the Committees, shall only be issued by the Councillor of State, after consultation with the Court of Appeal.

4. *Beschluss des Regierungsrates betr. Abänderung der Vollziehungsverordnung vom 23 April, 1910, zum Gesetz betreffs Errichtung einer staatlichen Arbeitslosenkasse und betreffend Unterstützung privater Arbeitslosenkassen vom 16 Dezember, 1909. Vom 3 August 1910.*

Decision of the Councillor of State respecting the amendment of the executory Regulations of 23rd April, 1910,* of the Act relating to the establishment of a State Fund for the Unemployed and respecting the maintenance of Private Funds for Unemployed Workmen of 16th December, 1909.† (Dated 3rd August, 1910.)

§2, head E, and §6, head D, of the executory Regulations of 23rd April, 1910,* for the Act relating to the establishment of a State Fund for the unemployed, and respecting the maintenance of private funds for unemployed workmen, of 16th December, 1909,† are amended in the following form:—

§2, head E (e) . . . Has been at work for at least three months in the district of the Canton of the Town of Basle, or in the neighbourhood thereof, provided the place of work is not more than 25 kilom. distant from Basle.

§6, head D (d) . . . Occupation outside the Canton of the Town of Basle, exclusive of the cases where the place of work is not more than 25 kilom. distant from Basle, provided the insured person retains his place of residence in the Canton.

5. *Geschäftsordnung für die Verwaltung der staatlichen Arbeitslosenkasse. (Vom 26. Oktober, 1910.)*

Working instructions for the administration of the State Fund for Unemployed Workmen. (Dated 26th October, 1910.)

6. *Verordnung über Arbeitszuweisung an Mitglieder der staatlichen Arbeitslosenkasse. (Vom 26. Oktober, 1910.)*

Order relating to the assignment of work to members of the State Fund for Unemployed Workmen. (Dated 26th October, 1910.)

7. *Verordnung über das Kassen- und Rechnungswesen der staatlichen Arbeitslosenkasse. (Vom 26. Oktober, 1910.)*

Instructions relating to the administration and accountancy for the State Fund for Unemployed Workmen. (Dated 26th October, 1910.)

2. ST. GALL.

Gesetz über den Kantonalen Versicherungsfond. (Vom 1. Dezember, 1909.)

Act relating to the Cantonal Insurance Fund. (Dated 1st December, 1909.)

*Text E.B., V., p. 312.

†Text E.B., V., pp. xxxi., 155.

3. AARGAU.

1. *Gesetz betr. die gewerblichen Schiedsgerichte und Einigungsämter.* (Vom 4. Dezember, 1908.)
Act relating to the Trade Arbitration Courts and Conciliation Board. (Dated 4th December, 1908.)
2. *Dekret betr. die Kosten der gewerblichen Schiedsgerichte.* (Vom 5. Dezember, 1910.)
Decree relating to the expenditure of Trade Arbitration Courts. (Dated 5th December, 1910.)

Bulletin

OF THE

INTERNATIONAL LABOUR OFFICE

Quarterly - 8s. per annum.

London :
**THE PIONEER PRESS, LTD. (Trade Union and 48 hours),
3, NEW ROAD, WOOLWICH.**

Entered at the Post Office, New York, N.Y., U.S.A., as second-class matter.

Printed March, 1912.

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Bulletin

OF THE

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[Note.—Throughout the Bulletin the German, French, and English Editions are referred to by the letters G.B., F.B., and E.B. respectively].

International Labour Legislation

Traité d'arbitrage franco-danois. (9 août 1911.)

Franco-Danish Treaty of Arbitration. (Dated 9th August, 1911.)

I. Differences of a judicial character, and especially those relating to the interpretation of the Treaties existing between the two contracting parties, which might hereafter arise between them, and which it had been found impossible to arrange by diplomatic methods, shall be submitted to arbitration under the terms of the Convention for the pacific settlement of international disputes, signed at The Hague on the 18th of October, 1907, subject in all cases to the condition that they do not affect the vital interests, the independence, or the honour of either of the contracting States, and that they do not touch the interests of other Powers.

II. Differences relating to the following questions shall be submitted to arbitration without the power to appeal to the reservations mentioned in Article I.

(1) Pecuniary claims under the head of damages, where the question of indemnity is recognised by both parties.

(2) Debts arising from contracts claimed from the Government of either of the parties by the Government of the other party as being due to the subjects of the respective State.

(3) Interpretation and application of the stipulations of the Convention relating to trade and navigation.

(4) Interpretation and application of the stipulations of the Convention relating to the matters hereunder indicated :

Industrial property, literary and artistic property, international private right as regulated by The Hague Conventions, international protection of workers, posts and telegraphs, weights and measures, sanitary questions, submarine cables, fisheries, measurement of ships, white slave trade.

In differences relating to the matters contemplated under No. 4 of the present Article, and with regard to which, according to the territorial law, the judicial authority would be competent, the contracting parties shall be under the obligation of not submitting the question in dispute to arbitration until after the national jurisdiction shall have definitely pronounced.

Arbitration judgments given in the cases contemplated in the preceding paragraph shall have no effect on previous judicial decisions.

The contracting parties engage to take, or, if occasion requires, to propose to the legislative power the necessary measures in order that the interpretation given in the arbitration judgment in the cases above contemplated may be adopted thereafter by their tribunals.

III. In each particular case the High Contracting Parties shall sign a special engagement stating clearly the subject of the dispute, the scope of

the power of the arbitrators, the procedure, and the delays to be observed as regards the operations of the arbitration tribunal.

The Contracting Parties shall agree to invest the Arbitration Tribunal contemplated in the present Convention with the power of deciding in the event of disagreement between them, as to whether a dispute which has arisen between them shall come under the heading of disputes to be submitted to compulsory arbitration, in conformity with Articles I. and II. of the present Convention.

IV. If, within the year following the notification by that party most desirous for a compromise, the High Contracting Parties should not succeed in coming to an understanding on the measures to be taken, the Permanent Court shall be competent to establish the compromise. It may take cognizance of the matter by request of a single one of the parties.

The compromise shall be decided in conformity with the provisions of Articles 54 and 55 of The Hague Convention for the pacific regulation of international disputes, dated 18th October, 1907.

V. The present Convention shall continue for a term of five years, with power of tacit continuance for successive terms of five years, from the time of exchanging the ratifications.

VI. The present Convention shall be ratified as soon as possible, and the ratification shall be exchanged at Copenhagen.

National Labour Legislation

1. LAWS AND ORDERS

I. Germany

(A) EMPIRE.

1. *Reichsversicherungsordnung* No. 3921. Vom 19 Juli, 1911. (Reichs-Gesetzblatt 1911, p. 506.)

Imperial Insurance Code.* 19th, July, 1911.

- 2 *Einführungsgesetz zur Reichsversicherungsordnung* No. 3922. Vom 19 Juli, 1911. (Reichs-Gesetzblatt 1911, p. 839.)

Introductory Law to the Imperial Insurance Code.* 19th July, 1911.

(B) FEDERATED STATES.

1. KINGDOM OF PRUSSIA

Der Minister für Handel und Gewerbe an die Herren Regierungspräsidenten und den Herrn Polizeipräsidenten zu Berlin betr. Einrichtung und Betrieb von Anlagen zur Herstellung usw. von Nitro- und Amidoverbindungen. Vom 21 Oktober, 1911. (Ministerialblatt der Handels- und Gewerbeverwaltung 1911, S. 404.)

The Minister for Commerce and Industry, to the Presidents of the Government and the President of the Police at Berlin, with reference to the establishment and working of factories for the production, etc., of Nitro- and Amidol-Compounds. 21st October, 1911.

* The great length of these Acts unfortunately makes it impossible for us to reprint them. We refer to the following cheap editions:—

Reichsversicherungsordnung. Textausgabe mit Einführungsgesetz, Einleitung und Sachregister (Kranken-, Unfall-, Invaliden- und Hinterbliebenen-Versicherung). Berlin: Carl Heymann, 1911. Geb. M. 2,60.

Düttmann, Geh. Reg.-Rat. A., Textausgabe der Reichsversicherungsordnung nebst Einführungsgesetz. 504 S. Altenburg S.-A.: Stephan Geibel, 1911. M. 2,50.

Gareis, Dr. Karl. Reichsversicherungsordnung nebst Einführungsgesetz. kl. 8. XVI. + 334 S. Giessen: E. Roth, 1911. M. 2,40.

Reichsversicherungsordnung nebst Einführungsgesetz. Textausgabe. 12. XIV. + 512 S. Berlin: Franz Vahlen, 1911. M. 2,—.

Lass, Geh. Reg.-Rat Prof. Dr. Reichsversicherungsordnung nebst Einführungsgesetz. (Bensheimers Sammlung deutscher Gesetze, herausgegeben von Dr. H. Wimpfheimer.) 571 S. Mannheim und Leipzig: J. Bensheimer, 1911. M. 2,—.

Die Reichsversicherungsordnung nebst Einführungsgesetz. Mit Erläuterungen und Sachregister von Gustav Hoch, M. d. R. Verlag der Volkstüml. Zeitschrift für prakt. Arbeiterversicherung, Berlin. M. 5,—.

An English translation will appear in the Bulletin of the Bureau of Labor, Washington.

The appended recommendations for the establishment and working of factories in which injurious compounds of nitrogen or amidol are prepared or collected in large quantities were drawn up at the request of the Chancellor of the Exchequer.

These recommendations should offer to Factory Inspectors and to District Committees a basis for demands which may be made in the interest of the protection of the workers by the supervision of industries by the police, and by the acquiescence of the industries indicated (§§120d, 16 and 25 of the Regulations). They will also be able to express their opinion as to the conditions relating to the protection of the worker, with which those works or departments of works shall be required to comply, in which the substances mentioned in No. 1 of the recommendations are further worked, or employed, or in which only small quantities are re-collected.

The recommendations are not to be taken to be binding instructions. In each case it must rather be left to the test of the particular duties involved, in that individual case, and to the judgment of technically competent officials and authorities to decide for themselves what claims must be made upon individual works, in consideration of the protection of the workers, and whether in any case any special modification of the Regulations may be allowed, or further provisions are found to be necessary.

I beg you to communicate upon all these matters with the Industrial Inspectors under your supervision, and with the District Committee.

APPENDIX.

Principles for the Equipment and Working of Plants where Injurious Compounds of Nitrogen or Amidol are produced or recovered in large Quantities.

1. The nitro- and amidol-compounds injurious to health, to the production or recovery* of which the general Regulations detailed below shall apply, include :—

- (a) The mono- or higher nitro-compounds of benzol, toluol, xylol, etc., and their compounds with chlorine.
- (b) The mono- or higher nitro-compounds of naphthaline.
- (c) The di- or higher nitro-compounds of phenol and naphthol.
- (d) Aniline and its homologues (toluidine, xyldine, cumidine), anisidine, phenetidine and their compounds with chlorine, nitrogen, alphyll, and ayrl (dimethyl- and diethyl-aniline, diphenylamine, etc.)†
- (e) Phenylendiamine, tolylendiamine.
- (f) Benzidine, tolidine, dianisidine.
- (g) (A and B) Naphtylamine.
- (h) Phenyl- and tolylhydrazine.

The right to alter or extend the specification is reserved.

2. The workshops must be lofty, airy, and spacious ; buildings of more than one floor are badly suited, as in this case it is difficult to provide adequate change of air.

There is no objection to the erection of platforms, provided that a continuous free space is left, equivalent to at least one-fourth of the floor-area of

* To those industries in which the production of the above-mentioned compounds in considerable quantities is continually going on belong especially the fuchsine (aniline red) industry, the blue industry, and the black (Nigrosine) industry.

† The salts of the bases mentioned under (d) and (g) are comparatively harmless, and therefore do not fall under the Regulations enumerated below.

the building.* The height of the larger stages, and the distance between each, should be about three metres (10ft.). This distance, however, may be somewhat reduced in the case of smaller stages, if the ventilation is not thereby impeded.

Platforms which are not required for the purpose of attending to smelting troughs and distilling apparatus may only be erected above these when their construction is such that the escape of gases or vapours shall have been effectively prevented, or devices have been provided to meet this requirement. The raised floors of the workshops and stores shall be proof against damp, smooth, and easily accessible for cleaning. For this reason, it is advisable to raise them slightly, so that they slope down a little towards a gutter.†

Stages upon which nitro- or amidol-compounds are regularly used must likewise be impervious and easily cleanable. The walls of the workshops shall be perfectly smooth and washable, or limewashed, which latter should be renewed at least once a year.

Care must be taken to ventilate the workrooms efficiently, but these must be free from draught.

The roof shall be provided with a sufficient number of ventilators or fan-lights of such construction that even when opened in wet weather, no rain will enter. Devices must further be provided by means of which they can be operated either from a fixed platform or from the floor of the workshop. Fan or roof lights shall be glazed with wire-embedded glass. Lofty rooms, especially such as those in which stages have been erected, shall be fitted with windows which can be opened in at least one of the side walls.

Buildings in which the di- or higher nitro-compounds of the benzol series, or the tri- and higher nitro-compounds of the naphthaline series, are extracted, where no special rules have been issued, shall be constructed of fireproof materials,‡ as, in the event of fire, a sudden decomposition of the higher nitrated compounds might take place.

The rules mentioned under §1, Sub-section 4, shall only apply to existing plants in so far as no constructional alterations are required, if it is not intended to enlarge or otherwise materially to alter them.

The Rules referred to in §9, in so far as they cover di- or higher compounds of the benzol series or trebly nitrated compounds of the naphthaline series, shall be carried out at the first rebuilding, but in any case within five years.

* It is suggested that a continuous space of $\frac{1}{2}$ to 1 metre in width, open or covered with a grating, should be left between the platforms and the outer walls, as such an arrangement greatly improves the ventilation. The floor-area of this space shall be taken into consideration when calculating the floor-area of the open space between the stages.

† The material of which the floor is to be made shall be chosen according to the nature of the products to be worked. The most practicable, and easily cleaned, are floors composed of stone slabs set in cement, or slabs or tiles of hard burnt clay. Slabs and tiles of earthenware must, however, be perfectly smooth. Concrete floors have not always proved successful. In the first place, the concrete must, on no account, be of a porous kind, whilst its surface must be smooth. It is less able to resist the action of acids and hot liquids. In works in which acids are employed it is not uncommon to find the floors composed of sandstone slabs, which have been saturated with hot tar. The joints have generally been filled in with asphalt. Floors of this description are extremely acid-resisting, but less suitable for those works in which nitro- or amidol-compounds are employed, since these combine with the tar and asphalt referred to.

‡ Wooden roofs covered with thick roofing felt may be allowed if they have been provided with iron ties.

3. The methods of working and the running of the plant shall be so regulated as to prevent the workmen, as far as possible, from coming into direct contact with the nitro- or amido-compounds.*

Arrangements must therefore be made to convey liquid nitro- or amidol-compounds through closed conduits (by pumping, suction or pressure).†

Compounds of a solid or dusty character are best conveyed (when filling or emptying) either by means of closed mechanical devices (such as conveyors, worms, shaving troughs and elevators), or by suction).‡

Liquid compounds of nitrogen or amidol may only be kept and stored in closed vessels, solid compounds only in covered vessels.

4. All work in connection with the nitro- or amidol compounds referred to in paragraph 1, which might create dust, gases, or vapours, especially such as disintegrating, sifting and packing must, as far as possible, be carried on exclusively in closed apparatus.

Vessels for receiving distillates, etc., must always be closed.**

5. All devices and apparatus by means of which nitro- or amidol-compounds are prepared, conveyed, or used (distilled, centrifugated, filtered, dried, ground, mixed, etc.), packed or filled, must, if they entail the possibility of an escape of dust, gases or vapours, be provided with a reliable arrangement for effectively preventing such escape, and thus rendering them harmless.††

* Aqueous solutions of phenylenediamine and toluenylenediamine are also extremely poisonous; even diluted solutions appear to affect the skin. It is therefore necessary to handle these as carefully as the substances themselves. On the other hand, however, phenylenediamine and toluenylenediamine are less fluid than aniline, etc. It is therefore permissible in existing plants, in contradistinction to the Rules quoted in Art. 3, §2, and Art. 5, to store, convey, or use *cold* diluted and aqueous solutions which contain Phenylenediamine or toluenylenediamine in proportions of less than 10 per cent., as in previous practice, by means of devices, or in vessels not completely closed, provided that this practice has not up to the present produced any undesirable results.

† It has been ascertained that when forcing (lifting) by means of air-pressure, excessive pressure always causes particles of vapours of the over-forced liquid to be carried off at the same time by the pressure of the atmosphere, and exhausted into the outside air, and for this reason suction is generally to be preferred. But the escaping air-pressure should in any case be exhausted to atmosphere above the roof. Should this prove detrimental to the workmen's health, or become a nuisance to the neighbourhood, care must be taken to purify it previous to exhausting to atmosphere, by means of suitable devices. Also, the air exhausted by the vacuum-pumps of the distilling apparatus often contains aniline. It must also, therefore, be exhausted above the roof, and, if necessary, must previously be purified.

‡ Substances which are easily soluble are best conveyed in their liquid state. To prevent stoppages, the conduits must be provided with steam pipes or some other heating device.

** It is expedient to allow solids which are soluble at a comparatively low temperature when being distilled to run into closed vessels with suitable exhausting device and steam-jacket for heating, or a similar arrangement, etc. From these, while still liquid, they are made to run into small moulds, in which they set, or upon chilled rotating cylinders fitted with scrapers. By means of suitable devices, direct contact with the substance and the escape of vapours may be entirely avoided. Turning the material out of the mould, after setting, by tapping the latter, is always open to objection.

It is recommended that centrifugals be provided with a suitable arrangement by means of which the contents discharge into a barrel below (lower exhaustion), as long as mechanical reasons do not render this impracticable. The drying should always take place in hermetically sealed vessels. The drying process can often be dispensed with if, after the respective substances have been liquefied, they are allowed to set and then broken up small.

†† When the exhausted dust- and gas-laden air is used over again in such a manner that it completes a circuit (i.e., completes the cycle of operations), it has been found quite satisfactory to dispense with the special purification.

Special care must be taken in removing vapours which escape during the opening, discharging (drawing off) and filling (raising by pressure) of drying-cupboards*, smelting troughs, as well as autoclaves, and other vessels subjected to pressure.

Boilers which are fed with water containing aniline, etc., must be fitted with suitable safety-valves and water-gauges, which effectively prevent the escape of steam or water containing aniline in the workshops.

6. Care must be taken to prevent the spilling of nitro- and amidol-compounds in the workshops. However, should this occur, the quantity spilt must be cleared up as quickly as possible.† The floors shall be cleaned at least once a day.

7. The employer shall be bound, several times in the course of a year, to instruct those workmen who are engaged in the recovery or handling of nitro- or amidol-compounds in regard to the injurious effects of these substances and the proper handling of the same, by means of pamphlets, and also verbally, through the agency of authorised persons. It should be expressly pointed out, at the same time, that immoderate indulgence in alcoholic drinks, even after working hours, is, to a degree, dangerous.

The employer shall place at the disposal of all workmen who are handling nitro- and amidol-compounds, shirts, overalls, and caps, in sufficient quantity and of proper quality for the work to be undertaken. Should the nature of the work in isolated cases entail extraordinary soiling of the boots, he shall provide the workmen with these also.

The employer shall make sure, by means of proper rules and supervision, that the working clothes above referred to shall only be worn by those workmen to whom they have been handed for use, and further, that the employers shall have them regularly washed at least once a week. They shall also be kept in good condition, and during the time in which they are not in use shall be hung up in places set apart for the purpose. For the purpose of protecting the hands against being soiled with injurious substances, the workmen shall be provided with a sufficient supply of gloves, of suitable quality, for all work in which it is otherwise impossible to prevent the hands from coming into contact with dangerous materials.

8. Shirts, overalls, caps, socks, shoes, gloves, and other wearing apparel which are saturated with nitro- or amidol-compounds, or soiled in such a manner that they might come into contact with the skin, shall be taken off without delay.

9. Containers, conduits, and apparatus used for nitro- or amidol-compounds, shall not be repaired or altered until they have been very carefully cleaned.

The very greatest care must be taken when undertaking work in the interior of apparatus, containers, boilers, autoclaves, etc., which might contain nitro- or amidol-compounds, or hydro-carbures (volatile hydro-carbons), or gases and vapours from such, or acid, ammoniacal or other gases or vapours. Such work must only be done under the supervision of a responsible person, such as manager or foreman, who is thoroughly conversant with this kind of

* Drying chambers (cupboards) should not be emptied until they are perfectly cool. During the process of emptying, the suction-pump must be working. Tilting arrangements by which the trays (hurdles) containing dried substances are emptied, must be provided with a suction device.

† The best way of removing spilt quantities of nitro- or amidol-compounds is to cover them with sawdust, which is afterwards carefully swept up, and subsequently burnt with great care and by small quantities. Solid substances in the form of dust are best removed by means of an air-suction pump.

work, but who takes no active part in the work himself. After removing lids and stirrers as far as this is practicable, the appliances in question must, prior to entering, be boiled or filled with water, or fresh air must be introduced, either by means of pressure or suction, until they are perfectly free from injurious gases. Where the lids can only partially be removed, workmen entering the vessel must be provided with a safety-rope. On no account shall they be allowed to remain inside more than ten minutes at the most, and they shall not re-enter until an interval of equal duration has elapsed. Should the nature of the work to be undertaken be such that it is impossible to follow the above regulation, it shall be necessary to pass fresh air through the vessel, or vessels, as long as anyone remains inside. The safest plan, however, is to provide the workmen with smoke-helmets, which must be so constructed as to render a sure and constant supply of fresh air possible. At the end of each shift the workmen must take a tepid bath (tub or douche) and change all their wearing apparel including boots.

10. The consumption of alcoholic drinks during the whole of the working day, including the intervals, shall be strictly prohibited. Smoking and the chewing of tobacco shall also be strictly prohibited during working hours, but may be permitted during the intervals.

11. It shall be forbidden to consume or to store foodstuffs of any kind in the workshops. A room, perfectly separated from the workshops and suitably fitted up, shall be placed at the disposal of the men for this purpose. The workmen shall be prohibited from entering this room until they have washed their hands and face, for which purpose each establishment (plant) shall be provided with a dining-room perfectly separated from the workrooms, and, further, a separate washing, dressing, and bathroom. These rooms must be suitably fitted up, kept very clean, and heated during the cold weather.

12. No one shall be permitted to change garments in the workshops, nor shall any clothing be stored there. The workmen shall not change their clothes in any but the washing and dressing rooms provided for the purpose. For the purpose of storing wearing apparel, two wardrobes or cupboards, which can be locked, shall be placed at the disposal of each workman—one for storing ordinary clothes, the other for working clothes; or one cupboard in two divisions will also answer the above requirements. Other arrangements for storing shall be admissible if they have existed previously and have been proved to be satisfactory, provided that they ensure the separate storage of the working clothes and of the ordinary garments, and the sufficient airing of the same. The washing and dressing rooms shall be provided with a sufficient number of wash-basins, at least one basin for every three men. Soap and towels shall be provided by the employers, free of charge, and in sufficient quantities.

13. The employer shall be bound to see that the Rules mentioned under §§10, 11 and 12 are carried out by means of proper supervision. He shall be obliged, by issuing appropriate bathing rules, to ensure that each workman who comes into contact with the substances enumerated under §1 shall take a daily bath before leaving the factory, provided that the doctor's orders are not contrary to the above rule. In plants in which the workmen are protected from the effects of substances—as mentioned under §11—by means of suitable working arrangements, the authorities may consent to limit the number of baths taken to one per week, provided that other reasons do not render such a course undesirable.

The employment of women and juvenile workers shall be prohibited in plants where nitro- or amidol-compounds are produced, worked, or packed.

15. For the handling of nitro- or amidol-compounds, the employer must engage only male adults who can produce a medical certificate from a registered medical practitioner authorised by the Supreme Administration Authorities (obere Verwaltungsbehörde), and whose name and address shall be submitted to the Authorities' Inspector, to the effect that their state of health allows them to take up this occupation. The certificates shall be collected, kept, and submitted to the Authorities' Inspector for examination, if this is requested (see para. 931b of the By-Laws of Administrations Authorities). The employer shall be obliged to place the sanitary supervision of these men in charge of a registered medical practitioner authorised by the supreme Administrative Authorities (obere Verwaltungsbehörde), and to submit the name and address of this practitioner to the Authorities' Inspector. The medical practitioner must see the workmen at least once a month at the factory, ascertain whether they show symptoms of "anilism" (aniline poisoning), and make a thorough examination of any whom he may suspect to be suffering in this way. When examining the men, the medical practitioner shall also instruct the workmen how to prevent the possibility of contracting the said diseases.

Workmen who exhibit symptoms of disease caused by nitro- or amidol-compounds shall, in accordance with the doctor's instructions, be excluded from plants where the substances mentioned under §1 are produced until they are completely restored to health. Such workmen, however, who have been found to be particularly subject to the effects of these compounds shall be permanently excluded from the plants referred to. Workmen suffering from disorders or irritation of the bladder shall not be admitted to plants where the substances mentioned under §1 are produced or handled.

16. An oxygen-apparatus shall be kept ready at the factory for immediate use in case of emergency, and the supervising staff shall be instructed in the use of the apparatus. In all cases of emergency where the oxygen-apparatus is required, medical assistance shall be summoned without delay.

17. For the purpose of recording changes of workmen, their numbers, and the health statistics relating to them, the employer shall be obliged to keep, or cause to be kept, a book in which the above-mentioned data shall be recorded. He shall be responsible for the completeness and accuracy of the entries, in so far as they have not been made by the medical practitioner. This record-book shall contain :

(1) Christian and surname, age, residence, date of engagement and discharge, as well as description of occupation.

(2) The name of the person keeping the book.

(3) The name of the practitioner* entrusted with the entrance examination and subsequent examinations.

(4) The date and description of any disease from which the workman may be suffering.

(5) The date of discharge from medical treatment.

(6) The data and the result of the medical examinations.

Cards may be used instead of books, provided that the Supreme Administration Authorities give their consent, if the former contain all necessary data and their completeness is guaranteed.

* Both examinations may be conducted by one and the same practitioner.

2. KINGDOM OF WURTEMBERG.

1. *Verfügung des Ministeriums des Innern betr. den Vollzug der Gewerbeordnung.* Vom 27. Februar 1910. (Regierungsblatt für das Königreich Württemberg, 1910; 191.)

Instructions issued by the Ministry of the Interior relating to the application of the Industrial Code. (Dated 27th February, 1910.)

2. *Bekanntmachung des k. Landes-Versicherungsamts betr. die Unfallverhütungsvorschriften der Württ. Baugewerks-Berufsgenossenschaft.* Vom 23. August 1910. (Amtsblatt des K. Württembergischen Ministeriums des Innern 1910; 426.)

Notification by the Provincial Insurance Office relating to the provisions for guarding against accidents issued by the Wurttemberg Building Trade Societies. (Dated 23rd August, 1910.)

3. *Verfügung des Ministeriums des Innern betr. die Ermittlung der Arbeitskräfte in den der Gewerbeaufsicht unterstehenden Anlagen.* Vom 30. August 1910. (Regierungsblatt für das Königreich Württemberg 1910; 423.)

Instructions issued by the Ministry of the Interior, relating to the provision of motive power in undertakings subject to industrial inspection. (Dated 30th August, 1910.)

4. *Verfügung des Ministeriums des Innern betr. die Einrichtung und den Betrieb von Aufzügen (Fahrstühlen).* Vom 31. August 1910. (Regierungsblatt für das Königreich Württemberg 1910; 439.)

Instructions issued by the Ministry of the Interior, relating to the arrangements and working of lifts. (Dated 31st August, 1910.)

5. *Bekanntmachung des K. Ministeriums des Innern betr. die Einrichtung und den Betrieb von Aufzügen (Fahrstühlen).* Vom 31. August 1910. (Amtsblatt des K. Württembergischen Ministeriums des Innern, 1910; 481.)

Notification by the Ministry of the Interior, relating to the arrangements and working of lifts. (Dated 31st August, 1910.)

6. *Erllass des K. Ministeriums des Innern an die K. Kreisregierungen die K. Zentralstelle für Gewerbe und Handel, die K. Gewerbeinspektion, sowie die K. Stadtdirektion Stuttgart, die k. Oberämter und die Ortspolizeibehörden betr. die Betriebe zur Herstellung von Zelluloidwaren und die Zelluloidlager.* Vom 25. Dezember 1910. (Amtsblatt des K. Württembergischen Ministeriums des Innern 1911; 1.)

Decree issued by the Ministry of the Interior to the District Authorities, the Head Offices for Industry and Commerce, the Industrial Inspectorate, and also the Stuttgart Municipal Authority, the Head Authority, and the local Police Authority, relating to factories for the production of celluloid goods and to celluloid warehouses. (Dated 25th December, 1910.)

7. *Verfügung des Ministeriums des Innern betr. den Schutz der Bauarbeiter.* Vom 10. Mai 1911. (Regierungsblatt für das Königreich Württemberg 1911; 149.)

Instructions issued by the Ministry of the Interior, relating to the protection of workers engaged in building operations. (Dated 10th May, 1911.)

8. *Verfügung der K. Ministerien des Innern und des Kirchen- und Schulwesens betr. die Mitwirkung der Schule bei Ausführung des Reichsgesetzes vom 30. März 1903, über die Kinderarbeit in gewerblichen Betrieben.* Vom 2 Oktober 1911. (Amtsblatt des K. Württembergischen Ministeriums des Innern 1911 ; 347.)

Instructions of the Ministry of the Interior and of matters relating to Church and Education, relating to the co-operation of the schools in the application of the Imperial Act of 30th March, 1903, respecting child labour in industrial undertakings. (Dated 2nd October, 1911.)

For the effective application of the Act of 30th March, 1903, relating to child labour in industrial undertakings (R.G.Bl., p. 113), the co-operation of the staffs of Elementary Schools is essential.

Teachers shall, therefore, ascertain by inquiry at the commencement of each school year which among their scholars are engaged in industrial occupations. These scholars shall be entered upon a new list made out in duplicate each year. For this purpose the scholars shall be required to give immediately to the teacher, without reserve, information of any such occupation recently undertaken, and the cessation of, or any changes in, an occupation in the course of the year. All changes consequent upon such notifications owing to the entrance or leaving of scholars in the course of the school year, shall be entered in the column "Remarks," or the names added to the list. Similarly, information respecting the occupations of scholars procured by the Industrial Inspectors and furnished by them to the teachers shall be noted in drawing up and completing the lists.

In questioning the pupils the teacher shall confine himself to those particulars which are required for the lists, unless further inquiries are justified in the interests of education in the case of particular pupils where the industrial occupation is attended by harmful effects upon their school work.

At the commencement of the summer half-year (at the latest by 1st June), one copy of each completed list, collected in the case of schools consisting of a number of classes by the Committee or the headmaster, shall be forwarded to the local School Office, whence they shall be sent to the Industrial Inspectorate. The second copy shall remain in the possession of the teacher.

Should changes in circumstances during the school year give occasion for the teacher to make any addition to the entries, these shall be made in his copy of the list. Unless the completion of the list is carried out exclusively by the Industrial Inspectors, the completed list shall be sent in on the 1st December to the local School Office, whence it shall be forwarded to the Industrial Inspectorate for the rectification of their lists. The completed lists shall be returned to the schools before the close of the winter term.

The lists of past school terms shall be kept by the teachers until all the scholars whose names appear on them have left school. The old lists may be used as a guide in drawing up the new yearly lists by the same or another teacher.

The aforesaid authorities and the School Inspectors shall be allowed to examine the lists; but they shall not be made public to other departments—in particular the police—or to private persons. No penalties shall be imposed in pursuance of statements contained in the lists; and the Industrial Inspectors must refrain from relying on the lists in verifying statements made to them in the course of their inquiries by the legal representatives or employers of the children or by other persons concerned.

In case of doubt the teachers of single class schools, or, in the case of schools consisting of a number of classes, the teachers, through the medium of the headmaster or Committee (if they cannot procure sufficient information from them), shall apply for information to the local School Office. Note should be taken of the Notification of 17th July/1st September, 1909, publishing all the provisions of the Act and the Orders in pursuance of the same.

In the school year 1911-12 the lists need not be prepared until the winter term, and they shall be sent in to the local School Offices on the 1st December. The lists need not be completed this year. From the beginning of the year 1912-13, these instructions shall apply without restriction. The Industrial Inspectors shall, at the beginning of each school year, place the necessary number of lists at the disposal of the schools through the agency of the local School Offices, which shall notify them in due time of the extent of their requirements.

Schedule.—(Model List.)

II. Austria

1. *Verordnung des Justizministers in Einvernehmen mit dem Minister des Innern und den Leiter des Handelsministeriums über die Einhaltung der Sonn- und Feiertagsruhe in den Kanzleien der Advokaten und Notare.* Vom 30 Juni 1911. (Reichsgesetzblatt für die im Reichsrat vertretenen Königreiche und Länder, LVI., Stück, S. 462, Soziale Rundschau 1911, I., 1096.)

Order of the Minister of Justice, in agreement with the Minister of the Interior and the Director of the Ministry of Commerce, respecting the observance of Sunday and holiday rest in the offices of lawyers and notaries public. (June 30th, 1911.)

In pursuance of §2 of the Commercial Employees Act of 16th January, 1910* (R.G.Bl., No. 20), it is decreed:—

1. That no work shall be done on Sundays in the offices of lawyers and notaries public.

2. The following cases shall be exempt from the working of §1:—

(1) As regards the personal work of principals themselves, provided they do not require the services of employees.

(2) The services of employees where they may be necessary for the carrying out of urgent business or in places where, owing to special circumstances, permission is granted by a duly qualified council of lawyers (Advokatenkammer) or a duly qualified council of notaries public (Notariatskammer).

3. Subject to the conditions stated in §2, Sub-section 2, the maximum hours of service for employees who may be required to work on Sundays shall be two hours in the forenoon, for which they shall be granted an extra half-holiday's rest during the week.

4. In the Superior Provincial judicial circuits of Krakau and Lemburg, Sunday work shall be permitted in the offices of advocates and notaries, provided that the employees shall, taking into consideration their religious confession, take a regular twenty-four-hour holiday on another day in the week.

5. Taking their religion into consideration, employees shall be granted sufficient time on all feast days to attend church in the forenoon.

6. The supervision as regards the proper observance of the professional duties arising from this Order, and also from §§18 and 39 of the Commercial Employees Act, and punishment for non-observance of the same shall, so far as lawyers are concerned, be controlled by the Act of 6th July, 1868 (R.G.Bl., No. 96) and 1st April, 1872 (R.G.Bl., No. 40), and for notaries public, by §10 of the Act of 25th July, 1871 (R.G.Bl. No. 75).

Resolutions in accordance with §2, Sub-section 2, shall be communicated without delay to the Ministry of Justice.

7. This Order shall come into force on 1st January, 1912.

2. *Verordnung des Ministeriums für öffentliche Arbeiten und des Finanzministeriums im Einvernehmen mit dem Ministerium des Innern betr. die Errichtung von Wohnungsausschüssen.* Vom 18. August, 1911. (Reichsgesetzblatt für die im Reichsrat vertretenen Königreiche und Länder 1911, LXXI., Stück, S. 521.)

Order of the Ministry of Public Works and the Ministry of Finance, in agreement with the Ministry of the Interior, respecting the formation of Housing Committees. (Dated 18th August, 1911.)

3. *Verordnung des Handelsministeriums im Einvernehmen mit dem Ministerium des Innern, womit Vorschriften zum Schutze des Lebens und der Gesundheit*

* Text E.B.V., pp. LXIV., 202.

der bei der Zuckerfabrikation beschäftigten Arbeiter getroffen werden. Vom 22 August, 1911. (Reichsgesetzblatt für die in Reichsräte vertretenen Königreiche und Länder 1911, LXXV., Stück, S. 543.)

Order of the Ministry of Commerce, in agreement with the Ministry of the Interior, whereby directions are prepared for protecting the lives and health of workers employed in manufacturing sugar. (Dated 22nd August, 1911.)

In the equipment and working of sugar manufactories the following Regulations are drawn up for the protection of the lives and health of the workers employed therein, in pursuance of §74 of the Industrial Code.

(A) GENERAL REGULATIONS.

1. In regard to the nature of the workrooms, as well as of the machines and appliances used therein, in so far as no further Regulations are made, the directions of the Ministerial Order of the 23rd November, 1905* (R.G.B.I., No. 176) shall be applied.

(B) SPECIAL DIRECTIONS.

Supplying Beetroot.

2. Should the beetroot arrive by rail, the unloading of the truck shall not be begun until the truck has quite stopped, and has been securely fastened against any further movement.

Pushing and pulling the waggon-buffers, as also creeping under them and walking between the buffers of adjacent waggons shall be forbidden.

Should the beetroot arrive by water, then care shall be taken to moor securely the craft used for discharging.

The gangways leading to the latter shall be of suitable width and shall also be provided with strong hand-rails in order to prevent the workers from slipping off. The gangways shall also be suitably secured, and shall be supported, if necessary, by placing trestles beneath them.

Working the Beetroot in the Houses.

3. The supply channels of the beetroot washing-tank—unless from the way in which they are arranged, there appears to be no danger of the workers falling in—shall be suitably fenced off or covered over. The beetroot washing-tank shall be suitably illuminated; the grooves thereof (washing channels—Riendengerkanäle) shall be covered over in the vicinity of passage-ways.

The beetroot elevator wheel shall be securely fenced round to a height of 32 cm. above the ground. The handle for starting the beetroot washing machine shall be suitably protected from being accidentally started (by pin stop, cotter).

Diffusion.

4. In reference to apparatus for charging beetroot-cutting machines, as also in the case of these machines themselves, suitable protecting partitions or wire screens shall be provided at such places where beetroot could be thrown out in a dangerous manner.

The cutting machines shall be equipped with devices rendering it possible conveniently and safely to rotate the knife disc for the purpose of inserting the knives. The starting device of these machines shall likewise be provided with a suitable stop against accidental starting (by pin stop, cotter).

Should any noxious dust arise, the grinding machines for the slicing knives shall be furnished with an apparatus for exhausting the grinding dust.

The trap covers of the diffusers shall be provided with devices for properly securing them when open.

* Extract E.B. I., pp. VII., 11.

In regard to channels of the bath for the slices beneath the diffusion batteries, suitable precautions shall be taken effectually to prevent the workers from falling into the slice channels.

Saturation and Evaporating Station.

5. Open liquor heaters with vertical tubes (calorisators) shall be provided with an arrangement permitting the cleaning to be effected without danger. As a suitable arrangement for this purpose, shall be specially considered the fitting of non-removable covers of substantial sheet-iron plate, strong enough for workers to walk over, the said covers being perforated to correspond to the heating tubes, or the covering may consist of a close grating of rod iron. Heaters not thus protected shall not be cleaned while in use.

The saturators shall be entirely closed on the top, and shall only be connected to atmosphere by tubes of sufficient size leading above the roof—if necessary, in the form of a liquor-catcher. For the purpose of drawing off samples, the saturators shall be fitted with test cocks.

All inlets for steam, liquor, and carbonic acid on the malaxators and saturators shall be fitted with closing devices easily operated by hand, for the closing of the same, which closing shall take place each time before using these plants, and for which the works' official or, as the case may be, an overseer appointed for that purpose, shall be responsible. Moreover, in the case of malaxators and saturators, suitable devices shall be fitted which, in the event of workers entering these apparatuses, render possible a safe and positive shutting-off of any common vapour outlet pipe, should there be such.

The steam mains' valves for the heating apparatus of all the open heating and boiling vessels, as also those of the pipes for hot and corrosive liquids, shall be so arranged as to be easily accessible, at a distance from the vessels in question to avoid dangers of scalding or corrosive action.

By colouring each individual valve in a conspicuous way it shall be clearly shown to which of the various pipe mains the individual valves belong, as follows: Carbonic acid valves shall be painted black, steam valves red, liquor valves yellow, water valves green, and lime valves white.

Centrifugal Plant.

6. The inlet troughs for the sugar mash shall, according to their position, be provided with lattice work or grates, corresponding to their borders (Zargen) and fencings.

Each centrifugal shall be provided with a braking device which can be easily and safely worked, which device shall be so arranged that the braking is effected by at least two brake blocks lying diametrically opposite, or by a brake band. The space between the casing and the drum or revolving cage shall be covered over.

Cube Sugar Station.

7. The cube sugar presses and the sugar-cutting (Knipp) machines shall be provided with finger-guards.

The circular saws for the loaf sugar shall be provided with feed slides and with saw disc-guards, the top and bottom cutting-off machines with cutter-guards. Moreover, should there be an injurious development of dust, the saws and cutting-off machines shall be equipped with devices for exhausting the sugar dust arising.

Lime Station.

8. All dust-developing apparatuses of the lime station (lime mills, quick-lime mills) shall be hermetically closed, and, in case of need, the dust arising

shall be exhausted from the place of actual development or, as the case may be, from the place whence it escapes.

The limestone hoist, with the exception of the loading and discharging openings, shall be closed on all sides by a boarding of thick lath-work or by wire gauze. The ground floor shall be connected with the top floor by a to-and-fro-leading signal device (*i.e.*, signal apparatus working both ways), working in a reliable manner and clearly intelligible.

Slippery steps and slopes at the lime-slaking station shall be suitably furnished with cross-battens wherever it is possible for anyone to fall into the lime vessels.

Steam Appliances.

9. The whole of the appliances in which, during working operations, there is an effective pressure of steam or of air (*Montejus*—first bodies of the evaporating station in quadruple and quintuple sets, air compressor receivers, and so forth) shall be provided with gauges, if necessary, attached to intermediate syphons, and trustworthy safety valves. The *Montejus*, receivers, etc., shall, moreover, be subject to a periodical examination at least once a year, by an expert, who may also officiate as a technically-educated works' official; notes shall be kept of the examinations made.

Dangerous Work.

10. Descents into deep wells and pits in which the presence of gases injurious to health may be feared shall not be permitted until the air contained therein has been tested and the absence of such gases convincingly proved. This test shall be made by slowly letting down an ordinary lantern with a burning light, or in some other reliable manner. If the presence of explosive gases in the shaft is suspected, it shall be permissible not to test with a burning light.

Should the test show the presence of nitrogen, then the danger shall be removed by blowing out with steam, rinsing out with water, by suitable airing, exhausting with the air pump, or by any other suitable method.

When removing heaps of material capable of slipping, such as earth, coal, sugar, etc., an angle of declivity shall be maintained, thus preventing the mass from slipping, or the excavating shall be effected in stages of not more than one-and-a-half metres in height. Hollowing out the bulk from underneath shall be forbidden by the posting of a special notice to this effect in a suitable position.

The stacking of sacks in heaps shall only be permissible on a firm, level bottom and under expert supervision or by experts. The stacks shall only be made in open corners, in the outer position, as far as possible in the bond or block bond, otherwise in stages of not more than five packs, or at least preserving a gradient of slope. Stacks having vertical sides of a dangerous height shall be shored up. The removal of sacks shall take place from the top, downwards, and likewise only under expert supervision or by experts, in stages, or preserving a gradient of slope. Sacks shall not be withdrawn from the bottom positions.

Cleaning and Repairing the Appliances.

11. When cleaning or repairing the washing machines, the beetroot elevator wheel, the beetroot paternoster (chain pump), the screw presses for the slices, spiral elevators, malaxators, refrigerators, and other stirrers (*Rührwerke*) a special workman shall be entrusted to watch the starting lever, which shall be secured by a stop. The same thing shall also apply when inserting and removing the slicing knives.

Work at the Lime Station.

12. The loading of waggons and also of the hoisting vessels in the lime station shall only be effected outside the hoist.

Material shall not be heaped up on the upper platform of the lime oven and on the bridges unless the carrying capacity of these accessories can be proved by static calculation, approved in the works licence (Betriebskonsense), and suitable devices shall be adopted for preventing the material from slipping off.

The shut-off slide valves of the lime oven generators shall be carefully examined daily, and any injury that may be noticed shall be immediately brought to the notice of the competent authority.

No lime education rooms may be used by the workers as sleeping places.

Work in the Diffusion and Boiling Houses.

13. The footways of bridges for removing the slices and mud shall be provided with battens and maintained in proper order—for example, in frosty weather they shall be freed from ice and sprinkled with sand or ashes.

In cases where this removal is done by hand, it shall be permissible to push the small trucks only on the bridges.

The openings or manholes for descending into the molass pits shall, so far as they must be kept open, be rendered safe; at other times they must be covered over.

Descending into the molass pits, into the saturators, and evaporating apparatuses—into the latter especially after they have been scoured out with acid—shall be permitted only after a thorough airing in the presence of one of a supervising staff, a rope being attached to the descending workman and, excepting the saturators, safety lamps being used. The internal cleaning of the saturation vessels, and in relation thereto, the descent of the workmen into the saturators, shall not be permissible until the overseer has satisfied himself (by introducing a naked light) that there is no more carbonic acid present in the saturator. Before the workman descends into the saturator, care shall be taken to ensure that the liquor, water, carbonic acid, and steam valves of the saturator in question are tightly shut, every precaution being taken to guard against the same being unexpectedly opened. In the event of leakage in a valve, the pipes shall be securely isolated by inserting a blank flange or leaving out a distance piece of piping (Pass-stückes). As long as the workman is in the saturator or malaxator, the work of cleaning, and particularly the secure closing of all the shutting-off arrangements, shall be continually watched over by one of a reliable supervising staff.

Working of the Centrifugals.

14. Each centrifugal shall be examined periodically, but at least once a year, by an expert, and the results of these examinations shall be successively recorded in a register.

In regard to centrifugals, the maximum fillings corresponding to a determined number of revolutions shall be determined and shall be clearly indicated in a suitable manner for each group of centrifugals.

For attending to centrifugals, instructions shall be worked out and published by posting them up in the workroom in question; the observance of these instructions shall be seen to by the supervising staff.

Construction of Covers.

15. Covers shall be subjected to a regular examination by an expert. The permissible amount of loading according to this examination of the rooms

used for stacking a variable quantity of stores shall be made known by a clear mark in oil colours denoting the extreme height of the storing allowed.

Hygienic Directions.

16. The sanitary conveniences for those persons working in high temperatures shall be so arranged as to protect the workers from sudden changes of temperature and from the inclemencies of the weather. Suitable drinking water shall also be at the disposal of the workers in sufficient quantity, should there be no taps in the workrooms in question.

For the yardmen a special room capable of being heated shall be set apart for use during the intervals of rest and for meals.

Opportunity for thorough personal cleansing shall be afforded the workers by the installation in sufficient numbers of proper washing conveniences or baths, as the case may be. In particular, shower baths of suitable temperature shall be placed at the disposal of the workers employed in working up the charging mass (Füllmasse) and the by-products. Moreover, suitable remedies (vaseline, etc.) shall be delivered to the workers exposed to the danger of skin corrosion.

Suitable shoes shall be provided for those workers working in wet places.

Furthermore, separate cloakrooms shall be arranged for the workers according to their sex.

Protective Devices.

17. In the processes of pulverising the lime, slacking the lime, and in the calcining ovens of the strontia department, as also in operating the grinding appliances for the slicing knives, protective spectacles shall be provided for the workers, and respirators also for the operations of drawing off the lime and corrosive strontia from the kilns.

Precautionary Measures in the Case of Accidents and Illness.

18. In the material to be kept ready for first-aid there shall be included, *inter alia*, a suitable supply of gauze material, cloths, dressings, and bandages, antiseptic and hemorrhage arresting materials, Bardeleben's bismuth burn relief (Bardelebensche Wismut-Brandbinden), and cordials.

The names and addresses of the Sick Fund medical man shall be made known to the workers by the posting up of notices in the workshops.

Every accident occurring in the works shall be forthwith reported to the appointed supervising staff by the person injured or, should the latter not be able to do so, by the witnesses of the accident.

Employment of Unfit Persons.

19. Persons known to the employer as suffering from epilepsy, spasms, temporary swoons, dizziness, defective hearing, or other bodily weaknesses or defects to such a degree that, in certain classes of work, they would be exposed to more danger than usual or might be the cause of such danger, shall not be employed in this class of work. Inebriates shall not be employed.

Specially dangerous work shall only be entrusted to such persons as are conversant with the same and the dangers connected therewith, and who have the necessary qualifications.

Rules Applicable to the Workers.

20. Workmen shall not be allowed to interfere with machines unless it is their duty to operate or use them or keep them in order. No person shall reach into motors and work-machines (Arbeitsmaschine) while they are in motion.

All occupations contrary to the purposes of the works, especially wanton acts calculated to endanger the originator himself or others, shall be forbidden.

The implements of work and protective devices shall only be used for the purpose for which they are intended. Protective devices which, from considerations of the work, have been removed for a particular object, shall be forthwith replaced as soon as this object has been attained.

Arbitrary removal or dispensing with the protective devices provided shall be strictly forbidden.

Each workman shall be bound to report forthwith to his superior any damage or any other striking phenomena which he notes in the works appliances.

Alcoholic drinks shall not be brought on the works' premises.

(C)—FINAL REGULATIONS.

Publication of Instructions Relating to Work and Protection.

21. In each department of the works there shall be posted up in a prominent position, and accessible to everyone, at least one copy of these protective instructions.

Moreover, in the workshops used for beetroot charging, the attention of the workers shall be specially drawn, by means of clearly readable posters, to the dangers of the work of charging and discharging.

Penalties.

22. Infringements of the regulations of this Order shall, in so far as they are not punished according to the regulations of the Industrial Code, be punished in accordance with the Ministerial Order of the 21st September, 1857 [Reichsgesetzblatt, No. 198], by a fine of from 2 to 200 kronen, or by imprisonment for from six hours to fourteen days.

Date of Coming into Force.

23. This Order shall come into force on the 1st January, 1912. In regard to existing installations, already approved, the directions shall, for the rest, only apply in so far as the stipulated alterations to the installation are practicable without prejudicing the rights acquired by the licence (Konsens), unless it is a question of removing nuisances plainly endangering the lives or health of the workers, or unless the requirements set forth are practicable without disproportionate expenditure and without serious interruption of the work.

4. *Verordnung des Handelsministeriums im Einvernehmen mit dem Ministerium des Innern womit besondere Vorschriften zum Schutze des Lebens und der Gesundheit der Hilfsarbeiter in gewerblichen Betrieben erlassen werden, in welchen Buch- und Steindruckerei- sowie Schriftgiessereiarbeiten vorgenommen werden.* Vom. 23. August 1911. (Reichsgesetzblatt für die im Reichsrate vertretenen Königreiche und Länder, 1911, LXXIV., Stück. S. 535.)

Order of the Ministry of Commerce, in agreement with the Ministry of the Interior, whereby special protective measures are decreed for the life and health of workmen employed in industrial concerns in which printing, lithography, and type-casting are carried on. (Dated 23rd August, 1911.)

I.—Special Measures respecting the condition of industrial workshops, workrooms, and their installation.

1. Wherever it is not otherwise hereafter provided, all rooms in industrial establishments used for the purpose of printing, lithography or type-casting, where such are installed in new premises, shall at least fulfil the requirements of the Ministerial Order of 23rd November, 1905* (R.G.Bl., No. 176), "new premises" within the meaning of this Order being understood to include any

* Extract E.B., I., pp. VII., 11.

change of premises which may necessitate renewal of permission to work in certain premises. Existing premises, other than those that fall within the meaning of "new premises" in this Order, shall have sufficient light, be well ventilated, and be capable of being heated when necessary. Rooms used for the purpose of type-setting, both hand-setting and machine-setting, and the making-up department, shall be well provided with daylight, and a strict fulfilment of all the requirements of hygiene shall be adhered to in regard to artificial lighting.

Rooms in which the undermentioned work is done shall be of such dimensions that every workman employed therein shall have a minimum air-space of 15 cb.m. and a floor-space of 3 sq.m.

The minimum height of these rooms shall be 3 metres, wherever the building regulations do not require more.

The kinds of work referred to are as under :—

(1) The preparation of type-metal containing lead (*i.e.*, the melting, mixing, or melting-down thereof).

(2) The making of letters and type material from type-metal containing lead.

(3) Stereotyping and backing clichés.

(4) Work on type-setting machines wherever lead-containing type metal is used.

(5) All work with lead-containing type-metal (*i.e.*, setting and distributing, sorting, dividing, wrapping, etc.).

(6) All work with dry lead colours.

(7) Bronzing with bronzing powders and the cleansing of bronzing machines and their spare parts.

In all other rooms not used for the above-mentioned purposes, an air-space of 12 cb.m. and a floor-space of 2.6 sq.m. shall be sufficient for each workman.

In certain special and temporary cases the industrial authorities of first instance may permit a closer occupation of type-setting rooms for a maximum period of 60 working days per annum, and of the remaining workrooms for a maximum period of 30 working days per annum, allowing a minimum of 12 cb.m. air-space per workman for those included in Part II. of this Section, and for all others a minimum of 10 cb.m.

In all new premises underground rooms shall on no account be used for work included in paragraph 2 (2)—(7), nor for any kind of printing, except that done by heavy rotary or other specially heavy machinery; while for any other kind of work, underground rooms may only be used when, in cases where their height from floor to ceiling does not exceed 4 metres, at least four-fifths of their height on the widow side lies higher than the level of the adjoining soil, but if the height from floor to ceiling exceeds 4 metres, then at least three-quarters of the height must be above the level of the ground.

A workshop already existing and approved on the day that this Order shall come into force, shall, on moving out of its rented premises, generally be subject to the same regulations, provided a renewal of licence is necessary, although exceptions may be permitted by the political provincial authorities, if the underground rooms in question, in consideration of the special work for which they may be employed, are unobjectionable from the hygienic point of view, and particularly if they receive sufficient daylight and are so situated as to be capable of thorough airing by windows of adequate size that look out direct into the open air, and not on to interior court-yards, or yards covered

with skylights. However, when the exceptions affect the condition of workmen coming under paragraph 2 (1)–(4) and (6), they shall only be granted when they affect no more than five men in the case of (1)–(2); three men in the case of (3)–(4); and two men in the case of (6).

For certain work that by nature of the conditions under which it has to be done, is inseparable from high temperature and dust, such as the melting of lead or type-metal, operating type and line-setting machines, stereotyping, making-up, and polishing the type, etc., a special building or at least a special department, shall be provided, which shall be entirely separate from the remainder of the premises and, when it is technically possible, divided into compartments and closed in such a way that neither heat nor dust shall disturb or endanger the health of other workmen not engaged in that particular kind of work.

In addition, type-setting and printing rooms shall, wherever possible, be separated from one another.

Bronzing with bronzing powder shall, wherever technically possible, be done in separate buildings or departments, and wherever done on a large scale, suitable dust-proof machines shall be used.

2. All workrooms mentioned in §1, paragraph 2, and also all other rooms used for the purpose of printing, shall have a firm and smooth flooring, free from joints, which shall be either painted whenever necessary, but at least twice a year, with a sanitary dust-binding material, or must be easily washable. A good, closely-laid wood floor, except in rooms where work is done of the kind mentioned in paragraph 2 of §1 (1)–(4) and (6), except where it is a question of grinding only small quantities of dry lead colours in the press-room itself, shall be considered as equivalent to such a floor as above described.

In rooms where workmen are, by the nature of their work, obliged to remain standing in the main for lengthy periods in one place, the floor, or at least that part on which they stand, shall be made of heat non-conducting material.

The walls of rooms used for the purpose mentioned in paragraph 2 of §1 (1)–(6), except where it is a question of grinding only small quantities of dry lead colours in the press-room itself, shall be covered with a smooth, crack-free and easily washable preparation to a height of at least 2 metres, or with a coating of oil paint, which shall always be kept in good condition. The remainder of the walls and the ceiling, as well as the other workrooms in general, may be whitewashed, and this shall be renewed whenever necessary.

Respecting the covering of walls with oil paint, the owner of rented premises may obtain an exemption from the industrial authorities, when his tenant can prove that he purposes leaving the premises hired by him in a comparatively short time. A sufficient number of spittoons filled with liquid or with moist material, shall be placed in all the workrooms referred to in §1, paragraph 1, and they shall be properly cleansed at least twice a week.

3. In new premises, and also, whenever possible, in old premises, where an average of more than twenty workmen are employed, there shall be sufficient washing and dressing accommodation for all workpeople that come under paragraph 1 of §1; separate lockers shall be provided for the storage of ordinary clothes and those worn in the workshop, while during cold weather the room shall be suitably heated.

In already existing establishments where the installation of such special rooms is not feasible, and in all industrial establishments where an average of twenty workmen are employed at least, good tight-fitting clothes-boxes shall be provided. These clothes boxes shall permit of a complete separation between ordinary clothes and those worn in the workshop.

In industrial establishments in which printing and type-casting operations are regularly carried on, not only by day, but also at night (*i.e.*, between the hours of 8 p.m. and 5 a.m.) the workpeople engaged in work of the nature described in §1, paragraph 1, shall, in addition, be provided with a suitable detached room for meals, and this room shall also be suitably heated during the cold weather.

4. As regards steam boilers and power machines, shafting, work machines and installations, lifts and hoists, and transport arrangements, the provisions of the Ministerial Order of 23rd November, 1905 (R.G.Bl., No. 176) shall apply, except in so far as more far-reaching provisions are contained in the following :—

(a) Every machine shall be provided with a stop-motion lever that shall always be within easy reach of the workman when standing at his usual place before the machine, and quick and easy to operate. This stop-motion lever shall be so regulated and guarded that it shall be impossible for the machine to start of its own accord. Double-feed, flat-bed printing machines and rotary machines shall be provided with such stop-motion levers on both of their two long sides. Special provisions shall also be made in the case of high-speed and rotary machines to prevent premature or accidental starting. When high-speed and rotary machines are driven by electricity they shall be provided with two switches, one for starting, and another for stopping, which shall be placed at a considerable distance from one another.

(b) Rotary machines shall be provided with a loud signal alarm that shall be easily heard above the noise of the machinery, and which shall be sounded before setting the press in motion.

(c) Provision shall be made to prevent the high platforms of rotary machines, and also, when necessary, of high-speed machines, on which the machine attendants stand, from giving way.

(d) Suitable provision shall be made for the transport of heavy lithographic stones and press formes, and for lifting them in and out of the machine ; also in fitting up and repairing large presses suitable devices shall be employed for fitting heavy cylinders and other heavy machine parts into their respective places.

(e) Platen machines shall be provided with devices which shall effectively prevent the risk of injury to the hands of operators when the press is being closed.

(f) The front part of the slot through which the knife falls in the paper guillotine shall be suitably protected by sheet-iron guard.

5. The deleterious fumes arising from the melting pots of ovens used for preparing type-metal stereo plates, etc., and also, whenever technically possible, from the melting pots of linotype machines, shall be conveyed by a suitable arrangement directly out into the open air or into a main chimney. All piping necessary for this purpose shall be covered with non-conducting material, so that the heat shall not disturb or endanger the health of the operator.

The melting pots themselves shall also, whenever possible, be covered with non-conducting material.

Suitable large trays or receptacles shall be placed under type-casting and linotype machines wherever their construction shall permit it.

II.—SPECIAL INDUSTRIAL REGULATIONS.

6. The manipulation of ink rollers or formes once they are placed in the machines, such as knocking down a block, shall only be done when the machinery is at a complete standstill. This regulation shall be put up in a conspicuous part of the workshop.

All explosive liquids, such as turpentine, benzine, methylated spirit, etc., shall be kept in explosion-proof barrels, and only allowed in the workshops in quantities never more than is necessary for the average requirement of one day.

Women employed at machines shall not wear light, flimsy clothes, nor hanging plaits, nor wear their hair loose when engaged at their work. The sleeves of their dresses shall, when they reach below the elbow, be securely fastened round the wrist.

No rings shall be worn when working at work machines (Carbutsmachine), rotary or high-speed presses.

A liberal supply of first-aid material, such as cloths, bandages, antiseptic gauze, antiseptics and remedies to stop bleeding, shall be to hand.

7. No women workers and boys under sixteen, unless apprenticed, shall be employed in treading platen machines, nor at work mentioned in paragraph 2 of §1, nor at any work where the operator cannot avoid being covered with already ground lead colours, and so made very dirty, such as at washing colour rollers and cleaning colour boxes.

The only exceptions to this regulation shall be as under :—

(1) The employment of women of more than seventeen years of age for bronzing ;

(2) The employment of women of more than sixteen years of age for the following type-casting operations : dividing-up, sorting, setting and distribution of type, etc., and also in warehouse and packing operations.

Apprentices under sixteen years of age shall not be employed in bronzing with bronze powder, or blowing out type-cases, and other cleaning operations connected with considerable formation of dust.

8. All workrooms shall be well lighted, heated, and thoroughly ventilated during working hours, and in addition they shall be thoroughly aired out of working hours once a day. Workrooms referred to in paragraph 2 of §1 shall be thoroughly aired out of working hours at least twice a day.

In industrial establishments where workmen mentioned in paragraph 1 of §1 are employed on day and night shifts, workrooms shall have a thorough airing at the end of each shift, as well as one during the long pause of each shift.

9. The floors of all workrooms shall be cleaned every day out of working hours, and whenever possible by a wet process.

The washing-rooms, dressing-rooms, and rooms where workmen take their meals mentioned in §3 shall also be kept in a thoroughly clean and proper condition.

That part of the wall which is washable shall be cleaned by a wet process at least once a month.

The type-setting desks and drawers and other installations shall either stand on the floor so that no dust shall collect beneath them, or there shall be sufficient room under them for the floor to be easily cleaned.

Type-cases in continual use shall be cleaned when necessary, but this must be done at least once every three months, while other type-cases that are only

used occasionally shall be cleaned thoroughly before use, and the date of the last cleaning shall be clearly marked on each type-case.

The cleaning of type-cases, and also of the standing and permanent formes, shall be done wherever possible with suction apparatus, or by a wet process ; in any case, it shall be done in such a way that the operator is protected from the dust formed thereby. Cleaning by means of bellows shall only be done in the open air.

The interior of type-setting desks and drawers shall be cleaned when necessary, but this shall be done at least once every three months, and, wherever possible, with a good suction apparatus.

The whole establishment, including all rooms and, more especially, walls and shelves, shall be thoroughly cleaned twice a year.

When much dust is raised by cleaning, this cleaning shall be done out of working hours.

The use of washing and cleaning materials dangerous to health, especially crude turpentine, is prohibited.

10. The crushing and grinding of white lead and lead compounds, also mixing, kneading and rubbing the same with oil or varnish in the preparation of lead colours, shall only be carried out by means of mechanical appliances, and in such a way only that those employed at the work shall be protected from the dust formed thereby. Workmen shall also be protected from dust in the operation of filling and emptying the different receptacles, and no dust shall reach the workrooms.

Tubs and receptacles used for storing and treating lead colours shall have their lead contents clearly and distinctly marked on the outside.

11. The employer must, by means of suitable notices, require workmen employed in the processes named in §1, paragraph 2, as well as printers and machine operators to make use of suitable working clothes, in so far as they have to undertake printing operations with setting material containing lead or with bronze powder, and he must provide those workmen who are employed in the works enumerated under §1, paragraph 2, Sub-sections (6) and (7), as well as women employed in type-casting, type-casting apprentices and unqualified type-casting assistants, with working clothes, and the first-named [§1, paragraph 2, Sub-sections (6) and (7)] with head-coverings also.

The employer shall also see to it that the clothes provided by him are, at his cost, properly washed, and that the clothing and head-coverings used by workmen mentioned in paragraph 2 of §1 (7), when they are regularly employed at bronzing are freed from dust every day. When bronzing is not done every day the clothes shall be freed from dust every time they are used.

The employer shall provide all workmen doing work in which a considerable amount of dust is produced, especially bronzing, grinding dry lead-containing colours, etc., with a special dust-proof protector to prevent dust from entering mouth and nose (respirator and so forth) ; and this protector must always be kept clean.

12. The employer shall provide all workmen employed at work mentioned in paragraph 1 of §1 with sufficient good drinking water ; also suitable washing accommodation with running and, wherever possible, warm water, soap, nail-brushes, and one clean towel per week for each workman.

As a rule, there shall be at least one wash-place for every five workmen.

13. All workmen shall be bound to carry out the directions of their employers respecting this Order, or in default be liable to incur the penalties stated in §17.

Similarly, all workmen employed at work mentioned in paragraph 2 of §1 and foremen printers and machine foremen, when they have to work with lead-containing type metal or with bronzing powders, shall be bound :

to wear the clothing and head-coverings and to use the protective apparatus and safeguards prescribed in §11 ;

to wash the face, mouth and hands thoroughly, with warm water wherever possible, after work, or even when work is temporarily interrupted ; the hands especially shall be well cleansed with soap and nail-brush ;

to keep their work-clothes only in the dressing-rooms, or, as the case may be, in the clothes lockers, especially provided for this purpose, as stated in §3 ;

to submit regularly to the requisite medical examination, according to §15 ;

and at the appearance of the first sign of lead-poisoning, or at the order of the periodically visiting medical man, to apply at once to the club doctor.

Workmen employed at work mentioned in paragraph 2 of §1 shall be prohibited from :

taking or keeping food or alcoholic drink in their workrooms or consuming them ;

smoking or using tobacco in any form, cigars, cigarettes, pipe-tobacco, chewing tobacco, or snuff, in any part of the workshop except in the rooms specially set apart for this purpose ;

entering the rooms set apart for meals in clothing that has been worn in the workshop or without having thoroughly washed ;

and expectorating in any part of the workrooms except in those receptacles provided for the purpose.

The employer shall be prohibited from permitting smoking or the use of tobacco in any form by workmen mentioned in paragraph 2, except in dining and recreation rooms.

III.—REGULATIONS RESPECTING SPECIAL SUPERVISION.

14. In all workrooms mentioned in paragraph 1 of §1 the employer shall affix in a prominent position and always keep in a readable condition :

(1) a copy of this Order ;

(2) a statement, the correctness of which must be certified free of charge by the competent industrial authorities, relating to the length, breadth and height of each particular room in metres, its air content in cubic metres, and the number of workmen that may be permitted to work in the said room according to §1.

The employer shall also be bound to give free of charge to every new workman employed at work mentioned in paragraph 1 of §1 a copy of the Special Notice accompanying this Order as a supplement.

The employer shall endeavour to secure the strict observance of all the regulations of this Order by the workmen, and for this purpose he shall affix notices in convenient places, and also, wherever necessary, appoint superintendents selected from among the workmen.

Notices shall also be affixed in the workshops, giving the names and addresses of the nearest sick-club medical men, as supplied by the sick-club authorities.

15. Medical officers appointed by the Political Authorities of first instance shall examine all workmen mentioned in §13, paragraph 2, employed in estab-

lishments in their district or within a radius of 3.8 kilom. for possible symptoms of lead-poisoning, at least once a quarter, and in other establishments at least once a year. The medical officer shall give previous notice of the day and hour of his purposed visit to the employer.

This medical examination shall usually take place at the works out of working hours, either before the beginning or immediately after the end of same, though not after overtime hours. The examination shall only take place during working hours with the consent of the employer. Workmen shall receive no compensation of any kind for the time employed for the purpose of such examination, neither shall any deduction be made from their wages on this ground.

The examining medical man shall inform the employer of the result of his examination, and any persons who may show signs of lead-poisoning shall be sent immediately to the sick-club medical man. The result of the examination shall be entered by the medical officer on certain specified forms, to be prescribed for these purposes, and placed before the Industrial Authorities.

Workmen with respect to whom the employer has been informed that they are suffering from lead-poisoning, or if the examining medical man has notified symptoms of this disease, shall only be employed again at work mentioned in §13, Sub-section (2), by written medical permission.

The workmen shall for this purpose hand to the employer a written confirmation of the above, signed by the medical man of the Fund or, as the case may be, of the medical man who is treating him.

16. In case of accident, notice shall immediately be given to the employer either by the workman to whom the accident has occurred, or, if he shall be unable to do so, by eye-witnesses thereof.

IV.—PENALTIES FOR NON-OBSERVANCE.

17. Penalties for the non-observance of this Order are stated, in the Ministerial Order of 30th September, 1857 (R.G.Bl. No. 198), so long as it does not come within the range of the penal or industrial codes.

V.—DATE OF COMING INTO OPERATION.

18. This Order shall come into force immediately as regards every workshop that is established after the date when this Order shall be published, while as regards already existing and approved workshops, it shall come into force one year after date of publication.

The provisions of this Regulation shall, however, only apply to establishments which are already approved on the date of publication of this Order, in so far as the alterations in the establishments required thereby can be carried through without limiting the rights acquired by the licence, unless it is a question of the removal of improper conditions which are evidently endangering the life or the health of the workmen, or the demands therein contained can be carried through without disproportionate expenditure and without undue disturbance of the working.

NOTICE.

All work in which lead, lead compounds or lead alloys are employed may cause lead-poisoning.

Lead-poisoning may be caused by lead in any form, even in very small quantities but on repeated occasions, being taken into the mouth or entering the system through the medium of dirty hands, beard or moustache, and clothes, while eating and drinking or smoking, chewing tobacco or taking snuff,

or even by being inhaled in the form of dust while working, or in any other manner.

The result of this insidious absorption of lead in small particles only becomes noticeable after a long time when the body has stored up sufficient quantity to produce the customary symptoms of lead-poisoning.

The first signs of lead-poisoning are a blueish-grey edging round the gums, known as a "dark line on the gums," a typical paleness of the face and especially of the lips, and bad digestion and loss of appetite.

Later symptoms are severe cramp in the stomach, often accompanied by vomiting and irregular action of the bowels, and occasionally diarrhoea (known as lead colic), pains in the joints, symptoms of paralysis, headaches, great restlessness, cramp all over the body, fainting, and even blindness and severe brain trouble, that not infrequently terminate fatally.

Lead-poisoning may usually be cured if taken in time and with proper medical treatment, provided those attacked by it are able to withdraw from their dangerous employment.

Lead-poisoning may be guarded against by carrying out the following

Instructions for the Prevention of Lead-Poisoning.

1. The greatest cleanliness shall be observed at all times, both while at work and out of working hours, and the greatest care shall be taken to raise as little dust as possible.

2. Special working clothes shall always be worn in the workshop, and when employed on very dusty work workmen shall always wear a head-covering and a respirator or similar apparatus. Such clothing shall be changed at least once a week. Ordinary clothes shall be kept in a suitable place away from all dust and dirt during working hours.

3. Workmen who have to work with lead, lead compounds or lead alloys shall eat plenty of nourishing, and whenever possible, fatty food, and avoid the use of alcoholic drinks.

4. Food or alcoholic drink shall not be brought into or kept or eaten in the workrooms, neither shall the use of tobacco in any form (cigars, cigarettes, pipes, chewing tobacco or snuff) be permitted under any conditions in the workrooms or adjacent rooms, except in such places where it is expressly permitted.

5. All food brought in by workmen, or brought to them, shall be kept out of the workrooms and thoroughly protected from dust or dirt, and it shall only be eaten during those intervals, and in such cases where special rooms are set apart for the purpose.

6. After work, and even when work is temporarily interrupted, the hands and face, and specially the beard and moustache and mouth, shall be thoroughly washed and, whenever possible, warm water shall be used for this purpose. The mouth shall also be rinsed out with clean water every time before drinking.

7. Washing, whenever it is possible to avoid it, shall not be done in the workrooms.

8. Workmen shall not keep tobacco, smoking materials, and food in the pockets of their working clothes.

9. Every workman shall take a bath at least once a week, care being taken to thoroughly cleanse hair, beard and moustache.

10. Every workman shall consult a medical man as soon as he shall experience the least indisposition, and shall draw his attention to the fact that he works with lead, lead compounds or lead alloys.

FURTHER NOTICE.

Spitting in the workrooms except in those receptacles provided for the purpose, shall be strictly prohibited.

Information shall immediately be given to the manager of any accident that may occur.

5. *Verordnung des Handelsministeriums im Einvernehmen mit dem Ministerium des Innern und dem Ministerium für öffentliche Arbeiten mit welcher Vorschriften zum Schutze des Lebens und der Gesundheit der bei der Papierfabrikation beschäftigten Arbeiter erlassen werden.* Vom 25 September, 1911. (Reichsgesetzblatt für die im Reichsrate vertretenen Königreiche und Länder, LXXXVI., Stück, S. 599.)

Order of the Ministry of Commerce, in agreement with the Ministry of the Interior and the Ministry of Public Works, promulgating directions for the protection of the life and health of workers employed in paper mills. (Dated 25th September, 1911.)

For the equipment and working of establishments for the production of paper from rags as also from wood shavings, wood and straw fibre, etc., but excluding establishments for the production of the last-named partially manufactured materials, the undermentioned regulations have been issued, in pursuance of §74 of the Industrial Code for the protection of the life and health of workers employed in these occupations.

A. GENERAL REGULATIONS.

1. As regards the nature of the work-rooms and the guarding of the machines and working appliances used therein, the directions of the Ministerial Order of 23rd November, 1905, R.G.Bl. No. 176, §§1 to 108, shall be applied conformably with the supplements hereunder.

B. DIRECTIONS RELATING TO THE MATERIAL USED FOR THE EQUIPMENT OF THE FACTORY AND THE WORKROOMS.

Employment and Treatment of Rags.

2. The employment of improperly disinfected rags, which have evidently, or within the contractor's knowledge, emanated from used bandages, linen that has been used for corpses, linen from tuberculous patients, or other contagiously infected persons, is forbidden.

3. Rags arriving in bales or bags shall only be stored in premises used exclusively for this purpose and separated from other workrooms.

Also, for the treatment of the rags, premises shall be selected which are separated from the other workrooms and are used exclusively for this purpose, and these rooms shall have walls with smooth plaster and smooth, washable floors, as free as possible from joins.

4. The tearing up of the rags and freeing them from dust shall be done exclusively by means of mechanical appliances—willows (Klopwolf), dusters—(Hadendrescher)—which shall be provided with tight-closing casings and exhausters for the purpose of locally drawing off the dust. The dust shall be deposited in sufficiently large and easily accessible chambers with intermediate walls, or in the dust collectors themselves (cyclones).

5. For sorting and reducing to first stuff ("tearing up") shall be used only rags which have already been freed from dust and loosened. The only exception to this shall be when reducing is effected by means of rag-cutting engines (appliances), which, at the places for feeding and cutting, are provided with devices for the direct drawing off of the dust.

The sorting of the rags and cutting them up by hand shall only be done on the premises exclusively therefor appointed, and shall take place on wire netting tables with fixed knives, to enable the heavier dust to be collected underneath the net and easily removed. The lighter dust developed in the operation shall be carried away by means of a mechanical dust eductor, and shall be deposited in sufficiently large and easily accessible chambers provided with intermediary walls, or in the dust collectors themselves (cyclones).

6. In addition to the foregoing regulations, the directions in force at the time being relating to precautions in the manipulation of rags against the transmission of diseases (anthrax, small-pox) shall also be observed.

Steam Boiling Apparatus.

7. Apparatuses for boiling by steam shall, in so far as the legal directions existing at the time require no further measures, be subjected, before being used, to an official pressure-test, in conformity with the regulations appertaining thereto in the Ministerial Order of the 1st October, 1875 (R.G.Bl., No. 130). The report relating to the testing of each apparatus for boiling by steam is to be kept, not far from the apparatus, for inspection by the official staff. The apparatuses shall also be subjected to periodical overhauling by an expert, at least once a year; notes shall be kept of such overhaulings.

8. On each boiler there must be shown on a conspicuous place the name of the maker, the year of its manufacture, and the maximum permissible steam pressure (in kilograms per sq. cm.), in a manner recognisable and permanently visible. Moreover, there shall be provided on each boiler or on its steam supply pipe as the case may be :

- (a) at least one safety valve, and, if the boiler is supplied with steam of less pressure than that of the steam boiler, a reliably-acting reducing-valve; the section of the passage of the safety valve must be at least equal to that of the steam supply pipe, if the permissible pressure in the boiler is lower than that in the steam boiler;

- (b) at least one exact and reliable gauge having a mark for the maximum permissible pressure of steam, and a short piece of pipe provided with a stop-cock;

- (c) one test-cock and one drain-cock or steam emission-valve as the case may be.

In the steam supply-pipe for the boiler there must be fitted, besides the stop-valve, a reliably-acting non-return valve.

The steam boiling apparatuses have to be erected in separate premises.

Preparation of the Stuff (Pulp).

9. For the preparation of the solutions of chloride of lime or, as the case may be, of chloric gas, as also for the bleaching engine or "Holländer," isolated, high and well-ventilated premises shall be used. Persons employed in these premises shall be supplied with respirators suitable for the purpose.

For removing acids from the acid vessels tipping appliances or tipping stands shall be used.

10. All edge-mills (breaking engines) shall be furnished with automatic arrangements for scooping together the materials requiring to be cut up and to be protected against all dangerous contact. The emptying of the edge-mills (breaking engines) shall be effected either automatically or in intervals of work. In the edge-mills (breaking engines) the upper edge of the vessels (troughs) shall stand at least 80 cm. above the floor.

11. The drying cylinders before being used shall be submitted to a test by the supervising staff whose duty it is to inspect the steam boiler ; the steam supply pipes shall be fitted with gauge safety-valve, and also, in the case of throttled steam being used, a reducing valve. At least every five years the proper supervising staff for the steam boiler shall measure the diameter of the drying cylinders, and the result shall be entered in the certificate of test. Each drying cylinder, after turning or after polishing with emery, as the case may be, shall be measured for its diameter, and the result of this measuring shall be communicated to the proper supervising staff for the steam boiler.

The drying cylinders shall be already in motion before steam is turned on, and care shall be taken that the water is regularly drained from the drying cylinders and that a return flow of the water of condensation is prevented.

12. The specially dangerous places before the wet-presses of the paper machines are to be protected by placing wooden gangways with rails at the height of the breast and knees.

Paper Dressing.

13. The cross-cutters shall be furnished with distributing bands and shall also be fitted with a guard for the wheels (flywheel, lifting-wheels) and knives.

The cutting machines shall be fitted with an automatic arrangement for throwing the knives out of action when in their highest position (with the exception of the hand-lever cutting machines, which shall be provided with a catch for the lever) ; moreover, their guide slots and wheels shall be protected, as also they must have guard plates, for protection against injuries from the ribs of the knife-holder.

The quick triple-cutting machines shall also be fitted with knife guards and with plates for carrying away the shavings.

14. In the case of driving by outside cranks the spaces between the spokes of the flywheels shall be filled in with iron plating or wire-netting, should these drives not be completely covered.

The feeds of the pairs of rolls working together in the glazing machines and the calenders shall be secured by means of battens, angle-irons, guiding-rolls, or paper-guiding appliances with endless bands.

The adjusting rings for fixing the rolls of paper to winding appliances shall have no sharp corners ; the adjusting screws shall be countersunk.

15. For additional impelling of the materials into the rag dusters, rag-cutters, breaking engines, etc., the necessary appliances shall be at hand.

Cleaning and Ventilation of the Workrooms.

16. Every day, at the close of working hours, the dust from the rags shall be swept up, the floor being damped at the same time. The collected dust shall be burnt or sterilised in a perfectly safe manner, and rendered innocuous.

17. The bleaching chambers shall be amply ventilated each time before using.

Supplying of Opportunities for Washing Rooms for Dressing and Bathing.

18. For workmen and workwomen employed in the handling of the rags and chloride bleachings, separate washing and dressing rooms shall be erected near the workrooms, according to the sex of the workers. In the same manner the necessaries for washing and towels shall be supplied for the workers.

In the rooms serving for the treatment of rags the ordinary clothes shall not be kept.

19. In factories where ten or more workmen or workwomen are employed in the treatment of rags, a special provision for bathing shall be made, and these persons, who shall be expressly instructed respecting the necessity of thorough bodily cleanliness, shall have the use of the same, free of cost.

Provision of Working Clothes and Respirators.

20. All workmen and workwomen employed in the treatment of rags and chloride bleaching shall be supplied free of cost with washable working clothes and respirators, or clean linen-cloths, as the case may be. The working clothes shall be washed at least every fourteen days; the respirator-insertions or the linen-cloths, as the case may be, shall be changed daily.

First-Aid.

21. In the materials to be kept ready for first-aid, there shall be also kept a suitable supply of gauze, linen, bandages, antiseptic and blood-sedative remedies, as also antidotes for chloric gas poisoning (alcohol, dilute liquid ammonia), and Bardeleben's bismuth bandages for burns.

The names and addresses of the sick-fund medical attendants shall be made known to the workers by notices placed in the workrooms.

C. FACTORY DIRECTIONS.

Employment of Workers.

22. Specially dangerous occupations shall only be assigned to those persons who are conversant therewith and with the dangers accompanying the same, and who possess the necessary qualifications for such occupations.

Drunken persons shall not be allowed admittance to the workrooms.

Persons who are known to the employer to be suffering from epilepsy, paralysis, temporary attacks of faintness, dizziness, hardness of hearing, or other bodily infirmities or defects to such extent that they would be exposed to special danger in certain occupations, shall not be employed on work of this character. In direct treatment of rags, youthful workers or workers with affected or delicate respiratory organs, consumptive persons, and workers with open wounds must not be employed.

23. In direct treatment of rags only workmen and workwomen who have been vaccinated shall be employed.

Utilisation of the Protective and Factory Appliances.

24. The working implements and protective appliances shall only be used for the purpose for which they are intended. Protective appliances which have been removed for a certain purpose owing to considerations connected with the work shall, as soon as this purpose has been attained, be at once restored to their places. The arbitrary removal or non-existing protective appliances shall be prohibited.

Every worker is required to at once notify to his superior any injuries or other unusual occurrences noticed by him which may have taken place in the factory equipment.

Workers shall not meddle with machines with the service, use, or maintenance of which they are not concerned. In the same manner they shall be forbidden to do work on the motors and machines on which they are employed which is not conditioned by the work assigned to them.

Before the power engine is stopped all working machines which can be disengaged shall be stopped.

Clothing.

25. Workers who attend to shafting, etc., shall not wear any aprons or cloaks.

Conduct of Workers.

26. Eating and smoking in the workrooms, unless expressly permitted by the factory managers in certain parts of the premises, shall be forbidden. Such permission shall not be granted if opposed to sanitary conditions. The same applies to bringing spirituous liquors into the workrooms.

An occupation contrary to the purpose of the work of the factory and, more especially, mischievous acts calculated to endanger the offender himself or others, shall be forbidden.

Precautions in the Case of Accidents.

27. Every accident during work shall be at once notified by the victim or, if the latter should be unable to do so, by the witnesses of the accident to the overseeing staff.

Announcement of the Working Regulations.

28. In every department of the factory at least one copy of these protective directions in the form of a notice shall be affixed in a conspicuous place, easily accessible to all workers.

D. PENALTIES.

29. Infringements of the provisions of this Order, where they do not consist of an infringement punishable according to the directions of the Industrial Code, shall be punished, in accordance with the Ministerial Order of 30th September, 1857 (R.G.Bl., No. 198), by a fine of from 2 to 200 kronen or by from six hours to fourteen days' imprisonment.

E. TIME OF COMING INTO FORCE.

30. This Order shall come into force six months after its promulgation. To existing establishments already approved the directions shall, however, only apply according to the alterations in the establishment thereby conditioned may be practicable, without influencing the rights acquired by the licence, unless it is clearly a question of removal of nuisances plainly dangerous to the lives or health of the workers or that they can be carried out in accordance with the requirements prescribed without disproportionate expenditure and without undue disturbance to the working.

III. Great Britain and Ireland

1. Special Rules with regard to Registration of Juvenile Applicants in Ireland made in pursuance of Regulation No. IX. of the General Regulations* for Labour Exchanges managed by the Board of Trade. (January 11th, 1911.)

1. Juvenile applicants for employment shall register on the forms prescribed in the Schedule to these Rules, subject to such modifications as may be made therein by the Board of Trade from time to time. Such applicants, or any prescribed class of such applicants, may be permitted, in lieu of attending personally at a Labour Exchange, to register their applications at such other places as may be recognised by the Board of Trade as suitable for the purpose. Forms containing such applications, if transmitted forthwith to a Labour Exchange, shall be treated as equivalent to personal registration.

2. (1) Special Advisory Committees for Juvenile Employment shall be established in such areas as the Board of Trade may think expedient. These Committees shall include persons possessing experience or knowledge of education or of other conditions affecting young persons, appointed after con-

* Text E.B., V., pp. XXIV., 23.

sulting such authorities, bodies, and persons as the Board think best qualified to advise them, and also persons representing employers and workmen, appointed after consulting any Advisory Trade Committee established in the district in pursuance of Regulation No. VII. of the General Regulations, together with a Chairman appointed by the Board.

(2) Such Labour Exchange officers as may be designated by the Board of Trade, and such Inspectors of Schools or other Senior Officers as may be designated by Commissioners of National Education in Ireland, and the Department of Agriculture and Technical Instruction for Ireland, may be present at meetings of the Special Advisory Committees, or may be *ex-officio* members thereof.

3. Subject to these Rules, the procedure of a Special Advisory Committee for Juvenile Employment shall be determined from time to time by the Board of Trade or by the Committee with the approval of the Board.

4. It shall be the duty of a Special Advisory Committee to give advice with regard to the management of any Labour Exchange in their district in relation to juvenile applicants for employment.

5. Subject to these Rules, a Special Advisory Committee may take steps, either by themselves or in co-operation with any other bodies or persons, to give information, advice, and assistance to boys and girls and their parents with respect to the choice of employment and other matters bearing thereon. Provided that the Board of Trade and the officer in charge of a Labour Exchange shall undertake no responsibility with regard to any advice or assistance so given.

6. These Rules shall apply to the registration of juvenile applicants in Ireland.

These Rules are made by the Board of Trade after consultation with the Lord-Lieutenant of Ireland, in pursuance of Regulation No. IX. of the General Regulations for Labour Exchanges managed by the Board of Trade.

2. Order of the Secretary of State, dated April 29th, 1911, applying the provisions of Section 116 of the Factory and Workshop Act, 1901 (1 Edw. 7. c. 22), with modifications, to Factories and Workshops in which the making of iron safes is carried on. (Statutory Rules and Orders, 1911; No. 413.)

In pursuance of §116 of the Factory and Workshop Act, 1901, I hereby make the following Order:—

The provisions of the said Section shall apply, subject to the modifications hereinafter contained, to factories and workshops, or parts thereof, in which is carried on the following class of work:—

The Making of Iron Safes.

The said Section shall be modified so as to read as follows:—

(1) The occupier shall, for the purpose of enabling each worker who is paid by the piece to compute the total amount of wages payable to him in respect of his work, cause to be published particulars of the rate of wages applicable to the work to be done, and also particulars of the work to which that rate is to be applied, as follows:

(a) He shall furnish every worker with written particulars of the rate of wages applicable to the work done by him, either on each occasion when the work is given out to him or at or before the time of his first employment, and on every subsequent occasion when the rates are fixed or altered; or he shall exhibit such particulars on a placard in the department where the work is done.

Provided that if the rates are not ascertainable before the work is given out, the particulars shall be furnished to the worker in writing when the work is completed.

(b) Such particulars of the work given out to be done by each worker as affect the amount of wages payable to him shall be furnished to him in writing at the time when the work is given out to him.

(2) The particulars, either as to rate of wages or as to work, shall not be expressed by means of symbols ; but this shall not prevent the occupier from describing any work which is of a standard kind known to the persons employed by a particular number, letter, or name, by means of such number, letter, or name.

(3) Any placard exhibited in pursuance of the foregoing provisions shall contain no other matter than particulars of rates of wages, and shall be affixed in such a position as to be easily read by all persons to whose work the particulars relate.

(4) If the occupier fails to comply with the requirements of this Section, he shall be liable for each offence to a fine of not more than ten pounds, and, in the case of a second or subsequent conviction within two years from the last conviction for that offence, not less than one pound.

(5) If anyone engaged as a worker in the aforesaid class of work, having received such particulars, whether they are furnished directly to him or to a fellow workman, discloses the particulars for the purpose of divulging a trade secret, he shall be liable to a fine not exceeding ten pounds.

(6) If anyone for the purpose of obtaining knowledge of or divulging a trade secret, solicits or procures a person so engaged to disclose such particulars, or with that object pays or rewards any such person, or causes any person to be paid or rewarded for so disclosing such particulars, he shall be liable to a fine not exceeding ten pounds.

This Order shall come into force on the 1st June, 1911.

3. Regulation dated May 11th, 1911, made by the Board of Trade, varying the Regulations of 22nd July, 1910,* under Section 12 of the Trade Boards Act, 1909† (9 Edw. 7, c. 22), as to the Constitution of District Trade Committees. (Statutory Rules and Orders, 1911 ; No. 427.)

The Board of Trade, in pursuance of the powers conferred upon them by the Trade Boards Act, 1909,† and of every power then hereunto enabling, hereby vary the Regulations as to the constitution of District Trade Committees, dated 22nd July, 1910,* in the case of District Trade Committees established by the Trade Board for those branches of the ready-made and wholesale bespoke tailoring trade in Great Britain which are engaged in making garments to be worn by male persons, and for any other branch to which the functions of this Trade Board may be extended in accordance with Regulation 5 of the Regulations dated 25th July, 1910‡, establishing this Trade Board, to the following extent and in the following way :—

In the case of District Trade Committees established by the above-mentioned Trade Board, the following Regulation shall be added at the end of Regulation 9 of the said Regulations, dated 22nd July, 1910 :

Provided always that the Chairman, or in his absence the Deputy-Chairman, may, if he think it desirable, and shall at the request of more than half of the members representing employers or workers, take a vote of the

* Text, E.B. V., p. 377.

† Text, E.B. V., p. 23.

‡ Text E.B. V., p. 379.

representative members by sides, and in such a case the vote of the majority of members of either side present and voting shall be the vote of that side. In such a division the appointed members shall not vote, but in the event of the division resulting in a disagreement, the question may, and if it refer to a matter on which the Committee exercises powers and performs duties delegated to it by the Trade Board, shall be decided by the votes of the appointed members present, and failing a decision by vote of the appointed members the Chairman shall report to the Trade Board that the Committee are unable to make a recommendation. Provided always that in all cases in which such a report, or a report or recommendation, under Sub-sections (3) or (4) of §12 of the Trade Boards Act, 1909, is made to the Trade Board, there shall be transmitted with the report or recommendation for the consideration of the Trade Board any separate reports and recommendations that may be presented by either side or by any member or members of the Committee.

4. The Housing etc., (Form of Compulsory Purchase Order, etc.) Order, 1911. Dated 14th June, 1911. (Statutory Rules and Orders, 1911 ; No. 546.)

5. Order of the Secretary of State, dated 1st July, 1911, granting Special Exception :—Limewashing, etc. (Statutory Rules and Orders, 1911 ; No. 616.)

In pursuance of §1 (4) of the Factory and Workshop Act, 1901, I hereby grant to all factories and parts of factories which have been painted with at least two coats of a washable water paint as defined below, and are repainted with at least one coat of such paint once in every three years, a special exception that the provisions in Sub-section (3) of the said Section with respect to limewashing shall not apply thereto.

Provided :

(1) that the paint shall be washed at least once in every fourteen months ;

(2) that the name of the paint used and the name and address of the makers of the paint, together with a certificate, in the form shown in the Schedule hereto, from the makers of the paint, and the date of the original painting and of each washing and re-painting, shall be entered in or attached to the General Register ;

(3) that nothing in this Order shall be taken to affect the obligation of keeping the factory in a cleanly state, as prescribed by Sub-section (1) of the said Section ;

(4) that if it appear to an Inspector that any part of a factory to which the exception applies is not in a cleanly state, he may, by written notice, require the occupier to limewash, wash or paint the same ; and in the event of the occupier failing to comply with such requisition within two months from the date of the notice, the special exception shall cease to apply to such part of a factory.

In this Order a washable water paint means a washable paint which, when finished for use, contains—

(i.) at least half its weight of solid pigment containing not less than twenty-five parts by weight of zinc sulphide as zinc white (lithopone) in each hundred parts by weight of solid pigment ; and

(ii.) at least ten parts by weight of oil and varnish to each hundred parts by weight of solid pigment.

Schedule.

CERTIFICATE.

It is hereby certified that the washable water paint made by ^{me}_{us} and known as
will, when finished for use, in accordance with the directions given
below,
on the label attached to each tin, comply with the definition of washable water paint
in the Order of the Secretary of State, dated 1st July, 1911.

(Date)

(Signature)

6. **Regulations, dated August 12th, 1911, made by the Secretary of State, for the smelting of materials containing lead, the manufacture of red or orange lead, and the manufacture of flaked litharge.** (Statutory Rules and Orders, 1911; No. 752.)

In pursuance of §79 of the Factory and Workshop Act, 1901, I hereby make the following Regulations, and direct that they shall apply to all factories and workshops, or parts thereof (other than laboratories), in which any of the following processes are carried on:—

The smelting of materials containing lead;

The manufacture of red or orange lead;

The manufacture of flaked litharge.

These Regulations shall come into force on 1st October, 1911, except that so much of Regulations 2 and 3 as requires the provision of efficient exhaust draught shall come into force on 1st May, 1912.

Definitions.

In these Regulations—

“Lead material” means—

(i.) material containing not less than 5 per cent. of lead, including lead ore, bullion ore (lead ore rich in precious metals), red lead, orange lead, and flaked litharge; and

(ii.) zinc ore, and material resulting from the treatment thereof, containing not less than 2 per cent. of lead;
except ores which contain lead only in the form of sulphide of lead.

“Furnace,” “melting pot,” “retort,” “condensing chamber” mean structures as aforesaid which are used in the treatment of lead material.

“Flue” means a flue leading from a furnace.

“Lead process” means—

(i.) manipulation, movement or other treatment of lead material, whether by means of any furnace, melting pot, retort, condensing chamber, flue, or otherwise; and

(ii.) cleaning or demolition of any furnace, melting pot, retort, condensing chamber, flue, or part thereof; or reconstruction thereof with material which has formed part of any such structure.

“Surgeon” means the Certifying Factory Surgeon of the district or a duly qualified medical practitioner appointed by written certificate of the Chief Inspector of Factories, which appointment shall be subject to such conditions as may be specified in that certificate.

“Suspension” means suspension from employment in any lead process by written certificate in the Health Register, signed by the Surgeon, who shall have power of suspension as regards all persons employed in any lead process.

“Damp” means sufficiently moist to prevent the escape of dust.

“Efficient exhaust draught” means localised ventilation effected by heat or mechanical means, for the removal of gas, vapour, fumes or dust, so as to

prevent them (as far as practicable under the atmospheric conditions usually prevailing) from escaping into the air of any place in which work is carried on. No draught shall be deemed efficient which fails so to remove smoke generated at the point where such gas, vapour, fumes or dust originate.

Duties.

It shall be the duty of the occupier to observe Part I. of these Regulations.

It shall be the duty of every person employed to observe Part II. of these Regulations.

PART I.—DUTIES OF OCCUPIERS.

1. Where a lead process is carried on so as to give rise to dust or fumes,
 - (a) the floor, other than sand beds, shall be maintained in good condition ; and
 - (b) the floor, except such portion as is permanently set apart for the deposit of lead material, shall be sprayed with water at least once a day.
2. (1) No lead material (other than ingots of metal) shall be deposited or allowed to remain on any part of the floor not permanently set apart for the purpose, and no lead material (other than ingots of metal) shall be moved to a furnace, unless such lead material is—
 - (a) damp ; or
 - (b) under an efficient exhaust draught ; or
 - (c) so enclosed as to prevent the escape of dust into the air of any place in which work is carried on.
 (2) Provided, however, that where none of the above conditions are practicable, lead material may be moved to a furnace by persons wearing suitable respirators.
3. None of the following processes shall be carried on except with an efficient exhaust draught :—
 - melting old or dirty scrap lead ;
 - heating lead material so that vapour containing lead is given off ;
 - cooling molten flaked litharge ;
 or, unless carried on in such manner as to prevent escape of gas, vapour, fumes or dust into any place in which work is carried on—
 - feeding any furnace or retort ;
 - manipulating lead material in any furnace or retort ;
 - removing lead material from any furnace or retort ;
 - placing in any hopper or shoot, or packing, red or orange lead or flaked litharge.
4. No sack which has contained lead material shall be cleaned, and, except in the process of sampling, no lead material shall be broken up, crushed or ground, unless such sack or lead material is damp, or is placed in an apparatus so enclosed as to prevent the escape of dust.
5. No lead material giving off vapour containing lead shall be removed from the efficient exhaust draught required by Regulation 3, unless in a receptacle with an efficient cover.
6. No person shall be allowed to enter any furnace, melting pot, retort, condensing chamber, or flue, until it has been ventilated.
7. No person shall be allowed to remain in any flue (unless damp) or condensing chamber for more than three hours without an interval of at least half an hour.
8. There shall be provided suitable overalls for the use of all persons employed in any of the following processes, which overalls, when required for such use, shall be washed, cleaned or renewed at least once every week :—

(a) cleaning any flue (unless damp) or condensing chamber ;

(b) demolishing any part of a furnace, melting pot, retort, condensing chamber, or flue, unless either damp or under an efficient exhaust draught ;

(c) reconstructing any part of a furnace, melting pot, retort, condensing chamber, or flue, with material which has formed part of any such structure, unless damp ;

(d) breaking up, crushing, or grinding, in the process of sampling, lead material, unless either damp or placed in an apparatus so enclosed as to prevent the escape of dust ;

(e) placing in any hopper or shoot, or packing, red or orange lead or flaked litharge.

9. There shall be provided suitable respirators for the use of all persons employed in any process named in Regulation 2 (2) or in Regulation 8 ; which respirators, when required for such use, shall be washed or renewed at least once every day.

10. No person under sixteen years of age, and no female, shall be employed in any lead process.

11. There shall be provided and maintained for the use of all persons employed in any lead process :—

(a) a suitable meal room, unless the works are closed during meal hours ;

(b) a suitable place or places for clothing put off during working hours ; and

(c) a suitable place or places for the storage of overalls provided in pursuance of Regulation 8 ; which place or places shall be separate from those required by paragraphs (a) and (b) of this Regulation ; all of which shall be so located as not to be exposed to dust or fumes from any manufacturing process.

12. There shall be provided and maintained in a cleanly state and in good repair for the use of all persons employed in any lead process :—

(a) a lavatory, under cover, with a sufficient supply of clean towels, renewed daily, and of soap and nail brushes, and with either :

(i.) a trough with a smooth impervious surface, fitted with a waste-pipe without plug, and of such length as to allow at least two feet for every five such persons employed at any one time, and having a constant supply of warm water from taps or jets above the trough at intervals of not more than two feet ; or

(ii.) at least one lavatory basin for every five such persons employed at any one time, fitted with a waste-pipe and plug, and having either a constant supply of hot and cold water or warm water laid on, or (if a constant supply of heated water be not reasonably practicable) a constant supply of cold water laid on, and a supply of hot water always at hand when required for use by such persons ; and

(b) sufficient and suitable bath accommodation (douche or other) with hot water laid on, unless the water supply provided under paragraph (a) is so arranged that a warm douche for the face, neck and arms can be taken.

Provided that, when the number of persons so employed at any one time is temporarily increased by reason of flue cleaning, it shall not be necessary to provide (by reason only of such temporary increase) additional accommodation in pursuance of paragraph (a) of this Regulation if adequate time is allowed to all such persons for washing immediately before each meal (in addition to the regular meal times) and immediately before the end of the day's work.

13. (a) Every person employed in a lead process shall be examined by the Surgeon once in every calendar month (or at such shorter or longer intervals as may be prescribed in writing by the Chief Inspector of Factories) on a date of which due notice shall be given.

(b) A Health Register containing the names of all persons employed in any lead process shall be kept in a form approved by the Chief Inspector of Factories.

(c) No person after suspension shall be employed in any lead process without written sanction from the Surgeon, entered in the Health Register.

PART II.—DUTIES OF PERSONS EMPLOYED.

14. (a) Every person employed in any lead process shall deposit in the place or places provided in pursuance of Regulation 11 (b) all clothing put off during working hours.

(b) Every person for whose use an overall is provided in pursuance of Regulation 8 shall wear the overall when employed in any process named in that Regulation, and remove it before partaking of food or leaving the premises, and deposit it in the place provided under Regulation 11 (c).

(c) Every person for whose use a respirator is provided in pursuance of Regulation 9 shall wear the respirator while employed in any process to which Regulation 2 (2) or Regulation 8 applies.

15. No person employed shall introduce, keep, prepare or partake of any food or drink (other than a non-alcoholic drink approved by the Surgeon), or make use of tobacco, in any place in which any lead process is carried on :

Provided that, except in processes named in Regulation 8, this Regulation shall not prevent any person from using tobacco, other than a cigar or cigarette, if his hands are free from lead.

16. Every person employed in any lead process, or in any place where any lead process is being carried on, shall, before partaking of food, wash the face and hands, and before leaving the premises, wash the face, neck, and arms, in the lavatory provided in pursuance of Regulation 12.

17. Every person employed in any lead process shall present himself at the appointed time for examination by the Surgeon, in pursuance of Regulation 13 (a).

18. No person employed shall, after suspension under these Regulations or under any other Regulations or Special Rules applying to factories or workshops where any process involving the use of lead is carried on, work in any lead process without written sanction from the Surgeon, entered in the Health Register.

19. No person employed shall interfere in any way, without the concurrence of the occupier or manager, with the means provided for the removal of gas, vapour, fumes and dust, and for the carrying out of these Regulations.

IIIa. British Colonies

NEW ZEALAND.

An Act to prohibit the importation, manufacture, and sale of matches made with white phosphorous. 17th September, 1910. (1 Geo. V., No. 4.)

1. This Act may be cited as the Phosphorus Matches Act, 1910, and shall, except as otherwise expressly provided, come into operation on the first day of January, nineteen hundred and twelve.

2. For the purposes of this Act—

“ Factory ” and “ occupier ” have the same meanings as are attached to those terms by the Factories Act, 1908* ;

“ White phosphorus ” means the substance usually known as white or yellow phosphorus.

3. It shall not be lawful to import into New Zealand matches made with white phosphorus ; and matches so made shall be included among the goods enumerated and described in the Third Schedule to the Customs Law Act, 1908.

4. (1) Every occupier of a factory is liable on summary conviction to a fine of one hundred pounds who uses or permits the use of white phosphorus in the manufacture of matches in that factory.

(2) The occupier of any factory in which the manufacture of matches is carried on shall allow an Inspector under the Factories Act, 1908, at any time to take for analysis sufficient samples of any material in use or mixed for use, and if he refuses to do so, shall be guilty of obstructing the Inspector in the execution of his duties under that Act.

5. It shall not be lawful for any person to sell or to offer or expose for sale, or to have in his possession for the purposes of sale, any matches made with white phosphorus ; and if any person contravenes the provisions of this Section, he may, on complaint to a Magistrate, be ordered to forfeit any such matches in his possession, and any matches so forfeited shall be destroyed or otherwise dealt with as the Magistrate thinks fit ; but this provision shall not come into operation until the first day of January, nineteen hundred and thirteen.

IV. Japan

Factory Act. (Dated 28th March, 1911.)

I. This Act shall apply to factories :

(1) where more than 15 persons are regularly employed ;

(2) where the work, from its nature, is dangerous or injurious to health.

Factories to which it seems unnecessary for this Act to apply, may be exempted by Imperial Decree.

II. No persons under twelve years of age shall be employed in a factory. This provision shall not apply in cases where young persons over ten years of age were already employed at the time of the coming into operation of this Act.

The Administrative Authorities may give permission for the employment in light and simple occupations of persons over ten years of age, subject to special conditions.

III. No young persons under fifteen years of age or women shall be employed for more than 12 hours daily in a factory.

For a term of 15 years after the coming into operation of this Act, the Minister concerned may, according to the nature of the work in each instance, extend by not more than two hours the daily period of employment contemplated in the preceding paragraph.

Where any person is employed in different workrooms, the periods during which he works in the various rooms shall be added together for the purpose of applying the provisions of the two preceding paragraphs.

* Text E. B. IV., p. 23.

IV. No young persons under fifteen years of age or women shall be employed between the hours of 10 p.m. and 4 a.m. in a factory.

V. The provisions of §IV. shall not apply in the cases named below. Notwithstanding, 15 years after the coming into force of this Act no young persons under fourteen years of age, or women under twenty years of age, shall, on any account whatever, be employed between 10 p.m. and 4 a.m. o'clock :

(1) where special processes are carried on which must be finished without interruption ;

(2) where special processes are carried on which necessitate night-work ;

(3) work in connection with special processes such that work must be carried on uninterruptedly day and night and where the workmen are divided into two or more alternating shifts.

These processes shall be more exactly defined by the Minister concerned.

VI. §IV. shall not apply for 15 years after the coming into force of this Act, in the case of undertakings where the workmen are divided into two or more alternating shifts.

VII. The owner of a factory shall fix at least two holidays a month for persons under fifteen years of age and women ; in addition, he shall fix at least four holidays, if the work is carried on between 10 p.m. and 4 a.m. with the workmen divided into two alternating shifts ; and in the case contemplated under (2) of the first paragraph of §V. Further, breaks in work shall be arranged amounting to at least thirty minutes if the daily period of employment exceeds six hours, and at least one hour if the daily period of employment exceeds 10 hours.

Where the work is carried on between 10 p.m. and 4 a.m. with the workmen divided into two or more alternating shifts, the shifts must be changed at least every 10 days.

VIII. In emergencies resulting from a national misfortune or unforeseen occurrences, or when there is a danger of such occurrences taking place, the Minister concerned may suspend the application of the provisions of §§III.-V. and of §VII. ; this suspension shall be limited to exactly defined processes and districts.

In emergencies of a temporary nature resulting from unavoidable circumstances, the owner of a factory may, with the sanction of the Administrative Authority, and during a specified term, extend the period of employment regardless of the provisions of §III., and employ the workmen regardless of the provisions of §§IV. and V., or suspend the holidays prescribed in the preceding Section.

The owner of a factory may, in emergencies, temporarily extend the period of employment for not more than seven days in a month by not more than two hours a day, if he informs the Administrative Authority of this overtime on each occasion in advance.

In the case of seasonal work, involving a special pressure of work, the owner of a factory may extend the period of employment for a specified term by not more than one hour, provided that he has procured, in advance, an authorisation for the said term from the Administrative Authority ; notwithstanding, overtime shall not be worked on more than 120 days in the year. In such case, the provisions of the preceding paragraph shall not apply during the term for which the authorisation has been granted to the owner.

IX. Persons under fifteen years of age and women shall not be employed in a factory in cleaning, oiling, examining, or repairing the dangerous parts of any power installation or machine in motion, in putting on or taking off the driving belts and ropes of any power installation or machine in motion, nor in any other dangerous work.

X. Young persons under fifteen years of age shall not be employed in a factory at work involving the handling of poisons, powerful drugs, and other dangerous materials or explosives or inflammable substances, nor at work in places where dust or powder or injurious gases are engendered in considerable quantities, nor in other work in dangerous or unhealthy places.

XI. The proper Minister shall designate in detail the process to which the two preceding Sections shall apply.

He may, in addition, extend the provisions of the preceding Section, by resolution, to women over fifteen years of age.

XII. The proper Minister may issue regulations restricting or prohibiting the employment of sick persons or pregnant women.

XIII. If the Administrative Authorities find that a factory or the buildings or annexes appertaining to it are dangerous or detrimental to health, morality, or other public interests, they may order the occupier of such factory, in accordance with regulations to be issued by Order, to take such measures as may be necessary to prevent or reduce the dangers in question. They may, in addition, if necessary, prohibit, entirely or in part, the use of the premises in question.

XIV. The proper officials shall have power to visit and inspect factories and the buildings appertaining to them. They shall require official credentials for this purpose.

XV. Where any workmen, through no serious fault of his own, is injured, falls ill, or dies in the course of his work, it shall be the duty of the owner of the factory to maintain him or his family in accordance with provisions to be issued by Imperial Decree.

XVI. Workmen and apprentices, or persons wishing to be employed, owners of factories or their legal representatives, or factory managers, may procure, without charge, from the civil authorities certificates respecting the civil status of the workmen, apprentices or other persons requiring the same.

XVII. Matters respecting the engagement and dismissal of workmen, employment agencies, and the question of keeping apprentices shall be regulated by Imperial Decree.

XVIII. The owner of a factory may select and appoint a factory manager, who shall have full authority in all the affairs of the factory.

If the owner of a factory does not live within the sphere of application of this Act, he shall select and appoint a factory manager.

The approval of the Administrative Authority shall be necessary for the appointment of a factory manager. This requirement shall not apply if the factory manager is selected from amongst the directors of a legal corporation, the managing members of the firm, the members of the firm representing the company, their directors or the managing members of the firm, or from amongst the persons representing, in accordance with any law or order, a legal corporation or its directors.

XIX. A factory manager contemplated in the preceding Section shall represent the owner of the factory as regards the application of this Act and the Orders in pursuance of the same. Notwithstanding, this provision shall not apply in the case contemplated in §XV.

Where the owner of a factory is under age and not in possession of authority to act as an adult person, or has been declared deprived of his civil rights and duties, or in the case of a legal corporation which has no factory manager, the provisions of the preceding Section shall apply to the legal representative of the said owner of the factory, or to the directors or managing members of the firm, or to the members of the firm representing the company, its directors or managing members, or to the persons representing a legal corporation, in accordance with any law or order.

XX. Any person contravening the provisions of §§II.-V., VII., IX., and X., or failing to submit to the requirements contemplated in §XIII., shall be liable to a fine not exceeding 500 yen.

XXI. Any person refusing without good grounds to admit, or obstructing the visits of, an authorised official, or failing to answer questions put to him by such official, shall be punishable by a fine not exceeding 300 yen.

XXII. The owner of a factory or his representative within the meaning of §XIX., shall, moreover, be liable for contraventions of this Act and the Orders in pursuance of the same committed by his representative, the head of the family or members of the family, members of the household, employees, or other workmen, even if such persons were not acting in accordance with his instructions. Notwithstanding, this provision shall not apply if he has taken proper measures for the management of the factory.

The owner of a factory or his representative within the meaning of §XIX. shall, moreover, be liable, even though he alleges that he did not know the age of any worker. Notwithstanding, this provision shall not apply if no blame attaches to the owner of the factory or his representative within the meaning of §XIX., or any person being concerned with the affair.

XXIII. Any person who does not assent to the measures taken by the Administrative Authority in pursuance of this Act, may appeal against the same. Any person who believes that his rights are infringed contrary to law, may institute administrative proceedings.

XXIV. The proper Minister may extend the provisions of §§IX., XI., XIII., XIV., XVI., and XVIII.-XXIII., to factories which do not come under §I., but where motor power is used.

XXV. This Act and the Orders in pursuance of the same shall apply to State and public factories, except as regards the provisions relating to factory managers and penalties.

As regard State factories, the proper Authorities shall have the same powers as are accorded to the Administrative Authorities in accordance with this Act and the Orders in pursuance of the same.

Supplementary Provision.

The date for the coming into operation of this Act shall be determined by Imperial Decree.

V. Luxemburg

1. *Gesetz betr. die Alters- und Invalidenversicherung. Vom 6. Mai, 1911.* (Memorial des Grossherzogtums Luxemburg, 1911, Nr. 37, S. 1.)

Act of 6th May, 1911, relating to Old Age Pensions and Insurance against Invalidity.

Compulsory Insurance.

1. The following classes of employees shall be subject to compulsory insurance against invalidity and old age, commencing at the age of sixteen years completed :

(1) Workmen, assistants, companions, apprentices, and domestic servants ;

(2) Employees in industries, offices, or otherwise, foremen and technical experts, clerks and commercial apprentices.

In the case of all these persons insurance shall be subject to the condition that they are employed in consideration for payment, and, as regards those indicated in Sub-section 2, that this annual remuneration shall not exceed 3,750 francs.

2. By regulations of the Public Administration, it shall be possible to extend the provisions of §1 to callings which shall be specified.

(1) To principals of undertakings who shall not give regular employment to more than two salaried workers ;

(2) To artisans engaged in home industries, whatever the number of salaried workers they employ.

By "artisans engaged in home industries " shall be understood such persons established on their own account, and who manufacture or work up products in their workrooms, but to the orders and for account of other industries, even where they furnish the raw material, or work temporarily on their own account.

3. The same regulations shall also determine up to what point industrial workers shall be subject to the obligations of the master :

(1) with regard to artisans engaged in home industries working to their order and for their account, as also with respect to persons employed by these artisans ;

(2) with respect to persons engaged in home industry to their orders but through intermediaries.

4. The allowances and remunerations in kind shall be reckoned with the wages and allowances, and credited according to their mean value, which, as regards remunerations in kind, shall be fixed by the Government.

An occupation where nothing shall be allowed beyond a gratuity for maintenance shall not be subject to insurance.

Exemption from Insurance.

5. A regulation issued by public authority shall determine under what conditions a temporary occupation shall be exempted from insurance.

The Government shall be empowered to exempt foreigners who may only temporarily reside in the Grand Duchy.

In this latter case, however, the master shall be liable for such part of the contribution as shall be personally due from him.

6. The officials, employees, and agents of the State, of the Commune, and of the public services shall not be subject to insurance where they are entitled to a pension at least as favourable as those contemplated under the present Act, or where they do nothing more than fit themselves for their future office or employment.

In the event of determination of the (official) duties or engagement prior to retirement, the State, Commune, or Public Services shall be required to pay into the Insurance Office, with interest at 4 per cent. per annum, both the contributions for which they would have been liable and also those which

would have been due for the salaried officials should their services not have been dispensed with.

7. Such persons who, by virtue of the present law, enjoy a disablement pension, or are considered as disabled persons, shall not be subject to insurance.

8. At the request of companies having concessions for the working of lengthy sections of standard gauge railways, the Government shall exempt the employees, foremen, and technical representatives of these companies from insurance, subject to the three conditions hereunder stated :

(1) That the persons to be exempted shall, in the event of disablement or old age, be entitled to pensions at least as favourable as those contemplated under the present law, or to an equivalent capital sum ;

(2) That the concessionnaire company, in the event of cessation of the engagement or revocation of the exemption, shall undertake to make the payments indicated in §6, paragraph 2 ;

(3) That the concessionnaire company shall deposit a sum large enough to ensure the payment of all its obligations.

If, in the case contemplated under Sub-section 2, the employees shall have been entitled to payments in kind affected by the exemption, such payments in kind should be required to be deducted from the total of the payments contemplated in this Clause.

9. If exemption is granted, the effects, personal and real property of the concessionnaire company shall be charged with the preference contemplated under §66, paragraph 3.

Should the Government consider it desirable to require that a special guarantee in the form of securities should be constituted, the guarantee shall be complete, and the privilege of pledge shall exist by the simple deposit of the said securities with a third party, subject to the approval of the Government.

10. The demand for exemption shall be publicly announced by the "Memorandum," and all parties interested shall be granted a time limit of thirty days complete for the purpose of forwarding or handing in, either individually or collectively, their observations thereon.

The granting or refusal of the exemption shall likewise be done and publicly notified through the agency of the "Memorandum."

The exemption when once granted shall bind the concessionnaire to the benefit of the third parties, and the Government shall have no power to revoke it except in the event of serious violation of the conditions imposed, and following the course of procedure indicated for the granting thereof, without prejudice to the question of claims and damages against the concessionnaire, according to the Common Law.

11. The following persons shall, at their request, be exempted from insurance :

(1) Persons who are receiving pensions, negotiable allowances, or similar benefits due to them by the State, the Commune, a public institution, or a concessionnaire for working standard gauge railways of long sections, in accordance with §§6 and 8 ;

(2) Those who, in the course of one year, engage in no salaried occupation, except at fixed periods of fifty days at the most, and who otherwise work without salary or on their own account, always provided that they have not paid contributions for at least 675 days.

12. The controlling committee shall adjudicate on the application.

The exemption shall date from the day on which this application shall have reached them.

It shall cease from the day that the interested party shall have renounced its benefits, or on the day that the condition of affairs which had occasioned the exemption shall have come to a termination.

A public official regulation shall have power to deal with arrangements of detail.

Optional or Continuous Insurance.

13. The following classes of persons shall have the right of insuring themselves, provided that they shall not have exceeded the age of forty years and that their average annual remuneration shall not exceed 4,500 francs.

(1) The employees, foremen, clerks, and other persons mentioned under §1, Sub-section 2, when their average annual remuneration do not exceed 3,750 francs ;

(2) Employers who do not regularly employ more than two salaried workers who are subject to insurance, as also artisans engaged in home work ;

(3) Persons who are exempted from insurance as being only occupied temporarily, or who are excluded from insurance by right, as not drawing any other benefit from their occupation than gratuitous maintenance ;

(4) Private teachers and tutors.

14. Compulsory or optional insurance may be continued in spite of discontinuance of the conditions which have brought about the obligation or option of insurance.

15. All other conditions or formalities relating to optional or continuous insurance shall be determined by official regulations.

Object of Insurance.

16. Insurance has for its object the securing of a pension to the insured person in the event of permanent disablement or when he shall have reached the age of sixty-eight years.

It shall be carried out with the sanction of the officials, authorities or public functionaries, who shall be designated by the present Act or regulations, by a public institution having its office in Luxemburg, which shall be entitled " Etablissement d'assurance contre l'invalidité et la vieillesse " (Institution for insurance against disablement and old age).

17. Any person who, by reason of ill-health or infirmities, is no longer in a position to earn, in an occupation suited to his strength and capabilities, and corresponding to his training and teaching, one-third of the amount that persons of his training, of sound mind and body, who have received similar training and been employed in the same district, are earning in the ordinary course of their work, shall be considered as permanently disabled.

18. Any insured Luxemburger in a condition of permanent disablement, and who shall furnish proof that he has worked in the Grand Duchy for at least 1,350 days, at an occupation included in the scope of the insurance regulations, shall be entitled to the disablement pension, irrespective of age.

Any insured Luxemburger, of sixty-eight years of age, who shall prove that he has worked in the Grand Duchy for at least 2,700 days, on an occupation subject to insurance, shall be entitled to an old-age pension.

As regards foreigners, the number of days' work shall be fixed at 2,700, both for the disablement pension and for that of old age.

19. The Government shall be at all times entitled to suspend the application of the last paragraph of the preceding Section, to the benefit of certain territories bordering on the Grand Duchy, or of subjects of foreign States where the legislation grants to Luxemburg workmen, in the event of disablement or old age, advantages equal to those of the present Act in derogation of existing Acts, if necessary.

20. Any insured person who, without being permanently disabled, shall have been disabled for a continuous period of twenty-six weeks, shall be equally entitled for the latter period of his disablement to a disablement pension, which shall come into force on the day following that on which the twenty-six weeks' term expires.

21. Shall be reckoned as working days in the sense of §18, and without payment having been made of the corresponding contribution, all those weeks during which the illness shall have lasted, duly certified, which shall have caused temporary incapacity to continue the exercise of the occupation to which the insurance applies, if previous to the illness this occupation shall not have been followed as a purely temporary one.

The same advantages shall not accrue to such person suffering from an illness which shall have been either intentional or as the result of drunkenness, or by culpable participation in brawls, or following on the perpetration of a crime or an offence proved by a penal sentence.

Should the illness exist continuously for more than one year, the time in excess of the one year shall not be taken into account.

The period of convalescence following the illness shall be considered as part thereof. It shall be the same as regards normal confinements in respect of the duration of incapacity for work resulting therefrom, unless the same should exceed six weeks from date of delivery.

22. The existence of an illness shall be considered sufficiently authenticated by a certificate from the management of one of the sick clubs contemplated by §3 of the Act of 31st July, 1901, relating to the compulsory insurance of workers against illness.

Where such period shall, however, exceed the period of assistance to be rendered by the above-mentioned sick club, as also as regards those persons who are not affiliated to any of those institutions, the certificate shall come from the communal authority.

The executive of the sick club shall be required officially to supply the certificates to insured persons from the time that the relief terminates, during the period of convalescence, under penalty of a fine not exceeding one hundred francs, which the inspecting authority shall have power to impose.

As regards persons employed in State industries, the directors of such shall have power to issue these certificates, and in this case the inspecting authority shall exempt the sick clubs from the necessity of issuing them.

23. In the following cases the period during which the insured person shall have been receiving a disablement pension shall be reckoned as a period of sickness duly certified :

(1) Should the disablement pension, after withdrawal, be again granted ;

(2) Should a permanent disablement pension be given in place of a temporary disablement pension ;

(3) Should old-age pension be granted.

24. The number of days stipulated in §18 shall not hold good if, during

a period of two consecutive years, no contributions shall have been paid for at least eighty days.

The conditions shall hold good again from the moment when the insured person shall complete a new period of 1,350 days' work, and justify the cancellation of the interruption as indicated in the preceding paragraph, and in such a case the days previous to that period shall be reckoned when fixing the amount of the pension, as if there had been no interruption.

25. Shall be reckoned as days contributed, in the sense of §1 of the preceding Section, not only the days of illness duly certified, but also the days during which the interested party, without engaging in any occupation subject to insurance, shall have received either an accident pension for a deduction of at least 20 per cent. from his earning powers, or a disablement pension or old-age pension by virtue of paragraph 1 of §56.

Calculation of the Pensions.

26. The pensions for disablement and old age consist in each case of an original (standard) pension, and, in certain cases, of an increase.

27. The original pension, which corresponds on the one hand to an annual average salary or allowance of 500 francs yearly, as a maximum, and, on the other hand, to 1,350 days' work, is fixed at 180 francs for men, and 144 francs for women.

This pension is subject to increases—

(1) In the case of an average salary or allowance exceeding 500 francs ;

(2) In the case of a number of days' work exceeding 1,350

28. The increases under the head of an average remuneration in excess of 500 francs yield the pension figures indicated in the table appended.*

29. The increases in the case of a number of day's work exceeding 1,350 shall take the form of an addition of 16 centimes to the pension in the case of a disablement pension, and of 8 centimes in the case of an old-age pension, for each period of six days' work, duly authenticated.

There shall be reckoned in these increases the periods of illness or disablement contemplated in §§21 and 23.

30. The communal authority and the insurance institutions shall take the necessary measures for the preservation of the certificates entrusted to them by the insured persons, and the purpose of which will be to determine the total amount of the salary or the duration of the occupation.

The insurance institution shall issue the rules to be observed on this point.

31. The pensions shall be paid monthly in advance ; the centimes being set forth in round numbers, as above, the figures to be in multiples of five or of the nearest number to the actual figure.

32. The monthly payment may not be repeated as far as it refers to the month during which something has occurred to occasion the suppression or suspension of the pension.

33. The disablement pension shall run from the first day of disablement. Should the date referred to in the foregoing paragraph not be established, it shall be considered to be that on which the application for pension reached the competent authority.

* See p. 274.

The old-age pension shall run from the first day of the sixty-ninth year of the insured person.

Neither the one nor the other shall be allowed for a period of more than one year prior to the reception of the application.

34. The notification of a request for a pension which shall have reached the competent authority during the lifetime of an insured person who has died since shall be continued, and should the pension be granted the amount due on the day of decease shall be liquidated in the order hereafter indicated, for the benefit of the husband or wife, and the children either of the father or the mother, should these persons have lived with the insured person as one family up to the time of the decease.

35. The insured person who has intentionally caused the disablement shall be deprived of all right to the pension.

This may be refused either wholly or in part, if the insured person has incurred disablement when engaged in a crime or intentional offence, proved by a penal sentence.

In the latter case it may be returned either wholly or in part to the family of the insured person, when the latter resides in the Grand Duchy, and shall have been maintained up to that time mainly by the salary of the insured person.

36. The statutes of the insurance institution shall empower it to place the person benefiting by a pension, at his request, in an institution for the disabled or in a similar establishment.

The expenses occasioned by this measure shall be at the charge of the insurance institution.

It shall entail on the part of the person concerned the renunciation of the pension for three months, and this renunciation shall be renewed every three months, unless the insured person shall give notice to the contrary one month at least before the end of the three months.

37. The foreign beneficiary who shall cease to reside in the Grand Duchy may cease to be interested in the payment of a sum equal to three times the amount of the annual pension, provided the Government does not suspend the application of these provisions in accordance with §19.

38. Should an insured person for whom payments have been made for 1,350 or 2,700 days' work die before being granted a disablement or old-age pension, there shall be allowed—

(1) to his children of less than sixteen years of age, a sum of 50 francs per month for six months, if there shall be three or more in number; for five months, if there are more than two; for four months, should there be only one;

(2) to the widow without children under sixteen years of age, 50 francs per month for three months.

In the event of divorce the same advantage will be allowed to the woman who had not re-married, where divorce has been pronounced making the husband solely culpable.

In the event of a clashing of the rights conferred by the present Section with those of §34, the children or the widow may only claim compensation in full.

Curative Treatment.

39. The Insurance Institution shall be authorised to employ curative treatment where there is reason to conclude that such treatment may either prevent disablement, which the conditions of the insured person gives occasion

to fear, or may enable him to recover the working powers which he has lost.

It may carry out this treatment by placing the sick person in a hospital or in a convalescent home.

Should the sick person be married, or if he has his own home, or if he lives with his parents, his consent shall be necessary.

But this consent shall not be required where the nature of the illness requires treatment or attention which cannot be given him in his own family or should the illness be of a contagious nature, or should the patient have repeatedly neglected the medical instructions, or should his condition or treatment demand constant watching.

40. Should a person affiliated to one of the Sick Funds referred to in §3 of the Act of 31st July, 1901,* be under treatment, the claims of the insured person against this Sick Fund shall be transferred to the Insurance Institution, in the sense that the Sick Fund shall compensate the Insurance Institution to the value of the pecuniary assistance that it may give to the insured person.

41. During the whole time of curative treatment in a hospital or in a convalescent home, the members of the family of the insured person shall be entitled to relief, if, up to the time of the commencement of the treatment, they shall have been mainly supported by the salary of the insured person.

This relief shall consist of one-fourth of the daily salary indicated in §14 of the Act of 31st July, 1901, if, at the time of the intervention of the Insurance Institution, the insured person was still entitled to assistance by virtue of the before-mentioned Act, otherwise it shall be one-quarter of the daily pay of the ordinary workmen of the locality where the insured person shall have been last employed.

The statutes of the Insurance Institution may authorise the increase of the payments.

On the other hand, the relief expenses shall be deducted from the total of the salary or allowance to which the insured person shall be entitled, and should he be entitled to a pension for disablement, this may be reckoned in the total of the relief expenses.

The disablement pension may be refused either wholly or in part as long as the allowance continues.

42. The Insurance Institution may debit the Sick Fund to which the disabled person belongs, or last belonged, with the cost of the treatment.

Should the expenses under this head exceed the limits of the relief for which the Fund is liable, the Insurance Institution shall refund the additional expenses.

Should there exist no further obligation for the Fund to grant relief, the Insurance Institution shall refund to it, in order to compensate it for the charges indicated under Sub-section 1 of §14 of the Act of 31st July, 1901, one-half of the pecuniary relief contemplated under Sub-section 2 of the said Section, and should the insured person be placed in a hospital or convalescent home, one-and-a-half times the amount of this relief, subject to proof of more important expenses.

43. The Insurance Institution may have the expenses of treatment refunded to it to the amount indicated in §42 by the Accident Insurance Society, should the illness which has necessitated the treatment be due to an accident which gives rise to compensation claims in accordance with the Act relating to accident insurance, whether the treatment shall have prevented the actual disablement or removed or diminished an existing disablement, thus relieving the insurance society of the burden, either wholly or in part.

* Extract, G.B. I., p. 291.

The Insurance Institution may not, however, be refunded the expenses of treatment during the first thirteen weeks after the accident.

So far as regards the insured person, the treatment by the Insurance Institution shall be equivalent to the treatment for which the Accident Insurance Society may be liable.

44. Should the sick person refuse without legitimate reason to undergo the treatment, and should this treatment, according to every indication, have been expected to prevent the disablement, or restored the capacity for work, the pension may be temporarily withdrawn from him, either wholly or in part, provided his attention shall have been drawn to the consequence of such refusal.

45. The difference which may arise with regard to the provisions of §§39 and 44 between the Insurance Institution, on the one hand, and the insured persons, the sick funds or the Accident Insurance Society on the other hand, shall be submitted to the Government for their decision, unless settled by the decision relating to the fixing of the pension.

Withdrawal and Suspension of the Pensions.

46. If, in consequence of a change in his condition, the recipient of a disablement pension should no longer be in a disabled state, the Insurance Institution shall withdraw the pension from him.

The decision withdrawing a pension shall be put into force on the expiration of the month in which it has been notified.

47. The disablement or old-age pension shall be suspended—

(1) Where the amount of this pension, added to the amount of a pension due by virtue of the law on compulsory insurance against accidents, shall exceed seven times the original pension ;

(2) During the time that a penalty involving loss of liberty for more than one month continues, or during detention in a house of correction, or forced work (*maison de travail*) ;

(3) During the time that the interested party shall not reside in his usual residence in the Grand Duchy, unless he is sojourning abroad for reasons of health.

In the latter case he shall transmit to the Insurance Institution a medical certificate attesting the existence of disablement and the necessity for sojourn abroad.

The Government shall determine the conditions attaching to this certificate.

48. The Government may, however, suspend the provision contained in §47, Sub-section 3, in accordance with §19.

49. In the case of Sub-section 2 of §47, the pension shall be assigned to the members of the pensioner's family, provided that they inhabit the Grand Duchy, and that the salary of the pensioner shall have been applied mainly to their maintenance.

50. During the time the disablement pension continues, the old-age pension shall be suspended, and the provision contained in §32 shall not apply to this case.

Relation of Insurance and Relief.

51. The present Act in no way affects the legal obligation of the commune and the benevolent institutions towards the indigent in general, nor the legal, statutory, or contract obligations relating to the relief of the aged, of the sick, of the indigent, or of those who are unable to work.

52. The commune or benevolent institution which has given relief to a poor person for a period during which the latter was entitled to a disablement or old-age pension, may at all times obtain reimbursement of expenses by having the person assigned to themselves—

(a) up to the amount of one-half of three monthly payments as a maximum, if the relief is only temporary ;

(b) up to the amount of one-half the pension, during the whole period of relief, should the latter be of a continuous nature ;

(c) up to the amount of the total pension, during the whole period of relief, if this consists in complete maintenance in an establishment.

53. The demand for assignment of pension shall be addressed to the President of the Committee, and, should it be a question of reimbursement of temporary relief, on pain of foreclosure within the term of three months from the cessation of the relief.

The fact of the indigent person entitled to the disablement or old-age pension having died before presentation of the application for assignment of the pension demanded shall not prejudice the right of the commune or the benevolent institution to reimbursement.

If, at the death of the insured person, a suit for assignment of pension is pending, the demand for reimbursement shall exclude the right of the heirs to arrears due, as long as a decision recognising their claim shall not have been notified.

The Government shall decide on the rival claims which may arise with regard to the right to reimbursement.

Relations of Insurance against Invalidity to Insurance against Accident.

54. The fact that incapacity to work has been caused by an accident giving the right to compensation, in accordance with the Act relating to insurance against accident, shall be no ground for rejection of the disablement pension.

The latter, on the contrary, shall be paid in full up to the granting of the accident pension.

But from this moment the disablement pension shall be no longer claimable except for such portion as exceeds the accident pension.

Should, however, the disablement pension have been paid for a period during which there was a title to the accident pension, beyond the portion fixed by the preceding paragraph, the title of the insured person to the accident pension will pass to the Insurance Institution, up to the amount of the disablement pension that the latter institution has wrongly paid.

55. The Insurance Institution may, whenever there is interest in so doing, and notwithstanding the terms which may have expired without any fault on their part, demand, in the place of the injured person, the fixing of the accident pension not already fixed, follow if necessary the procedure indicated by the Act relating to insurance against accidents, and avail itself of all methods of appeal.

Relations of Invalidity and Old-Age Insurance to Private Relief Funds.

56. Should paid employees not enjoying release from compulsory insurance obtain, on the part of a relief fund to which they are affiliated or in any other manner, pensions or capital sums, in the event of disablement or old age, these pensions or capital sums may be reduced to the extent of the

amount of the disablement or old-age pension due to them by virtue of the present Act, provided their contributions are diminished in the same proportion.

Should the relief institution, in this case, not consent to make the modifications in their statutes rendered necessary according to the preceding paragraph, the Government shall be authorised to do this officially.

There shall be no occasion to reduce the contributions if the economy resulting from the reduction of the instalments is necessary to the relief institution in order to cover other instalments for which they are liable, or is to serve, according to the statutes and with the approval of the authority, for philanthropic purposes, in the interest of the employees, workers, or their families.

But every time that the contributions of the insured persons are reduced the employer shall be entitled to reduce his contribution in proportion.

The Government shall decide with regard to the difficulties which may arise in the application of the present section.

Relation of Invalidity Insurance to Individual Responsibility.

57. Should the person in receipt of a pension by virtue of the present Act have a legal claim against third parties for compensation for injury resulting to him from disablement, this right shall pass to the Insurance Institution up to the total amount of the pension.

Rights Inalienable.

58. Pensions and other rights derived from the present Act cannot be pledged, surrendered, or seized, unless to cover—

(1) An advance which has been made to the interested person, on the basis of his rights, previous to the granting of these pensions, by his employer, a relief institution, or a department of the Insurance Institution.

(2) Credits pertaining to the Commune and relief institutions by virtue of §52.

(3) Credits resulting under §§203, 205, 206, 207, and 214 of the Civil Code.

In the cases enumerated in Sub-section 3 of the Act of 19th July, 1895, on transferability and liability to seizure, as also relating to the procedure of seizure of wages and small allowances of workmen and employees, shall be applicable.

59. Instalments of pensions due from insurance institutions to insured persons shall be paid in accordance with the regulations of Common Law, out of the credits which the said institution shall have against the insured.

Ways and Means.

60. The necessary financial supplies for carrying out the present Act shall be furnished by the State, the Communes, the employers, and the insured persons.

The contribution of the State shall consist in the reimbursement to the Insurance Institution of one-third of the amount of each original pension, fully paid up.

The Commune in which the relief is given to the insured shall refund to the State one-third of his deposit.

The surplus of the expenses of the Insurance Institution shall be covered in equal portions by the contributions of the employers and the insured.

61. For the purpose of the preceding Section, paragraph 2, the State

shall form a special fund which the Government shall manage under the head of "Receipt and Expenditure by Order," and which shall be kept up, and shall contribute to the expenses in the following manner :—

There shall be assigned to this fund for a period of fifteen years from 1st January, 1912, and up to a maximum total of 300,000 francs yearly, the sums to be received by virtue of the Act of 14th April, 1911, so far as they exceed the amount of 800,000 francs, and without prejudice to the provisions of §1 of the Act of 8th August, 1907, relating to the communal funds.

Should the amount of this assignment for either financial year not reach the sum of 250,000 francs as minimum, the deficit shall be made up from the other receipts of the financial year.

During the fifteen years that this assignment shall continue, the special fund which is required to be sustained by it shall provide for all the charges imposed on the State by virtue of the present Act.

At the end of this period the amount of the capital remaining at disposal shall be fixed, and only the interest on this capital shall contribute, together with the ordinary resources of the Treasury, to meet the charges of the State.

The provisions of §18 of the Act of 26th September, 1909, relating to spirits, shall bear effect up to the 31st December, 1911, and the sums relating thereto shall be likewise regulated by the present Section.

Contributions.

62. The total amount of the contributions shall be collected from the employers by means of lists.

Where it is a question of insured persons who are likewise subject to insurance against accidents, the rate of contribution shall be applied to the amount of the wages serving as basis for the contribution for insurance against accidents; otherwise it shall apply to the average yearly amount the employer pays to persons of this classification, and which shall be estimated by assessment.

A public administrative regulation shall determine the manner of procedure for the assessment, as also the mode of appeal.

It may impose a compulsory declaration of the salaries paid.

63. The share of the contribution falling on the insured shall be retained by the employer on the occasion of each payment, and shall correspond to the amount of the contributions due for the term to which the payment referred.

Unless retention has been made at the time of payment to which it corresponds, this cannot be done except on the occasion of the payment immediately following.

Fractions of centimes shall not be carried to account with respect to the insured.

64. There shall be drawn up at the end of each year a list of persons insured, in which there shall be shown against each insured person the amount of the remuneration, as also the number of days' work during the year which has just expired.

A public administrative regulation shall determine the methods of enforcement.

65. The rate of contribution to be collected is fixed for the first five years at 2.1 per cent. of the wages paid or estimated.

The excess of the receipts of the Institution over the expenses shall go to form a reserve fund bearing interest.

At the expiration of each period of five years a public administrative regulation shall fix the rate to be charged for the following five years.

This rate shall be so calculated that the receipts of the new five-yearly period, together with the reserve fund, shall be sufficient to constitute the value of the capital of the pensions up to the preceding period, to secure during the new period the service of the pensions to be allowed during the latter time, and to meet the other current expenses of the Institution.

But it shall not fall lower than 2.1 per cent. as long as it not shown by results obtained in a normal period that a lower rate will be sufficient, as regards the average annual expenses of the Institution.

The surpluses of the two first five-yearly periods following the enforcement of the Act shall not be taken into consideration in fixing the calculation indicated in paragraph 4.

Before the fixing of the contribution, the Government shall have it examined with respect to its sufficiency.

66. The periods of the contributions shall be fixed by the managing committee. The collection of the contributions, as also of the disciplinary fines and other sums that the law, the regulations, or the statutes place to the charge of the employers or insured persons, shall be carried out by the officials of the Contributions and Excise Department.

The principal contractor and the sub-contractors shall be required jointly and severally to discharge their obligations within fifteen days of notification of the extract of the list, of the decision imposing the fine, or of the demand for payment of other charges.

Recovery shall be carried out and effected according to the procedure and with the exemptions and privileges of registration as in the case of direct taxes, but with the right of priority for the latter.

Limitations shall be acquired three years from 31st December of the year in which notification shall have been given as prescribed in paragraph 3.

Organisation of the Insurance Institution.

67. The Insurance Institution, recognised as having the character of a public institution, in accordance with §16, paragraph 2, shall be empowered to perform all the acts of civil life included in the carrying out of its duties.

It cannot receive donations and bequests except in accordance with the Act dated 11th May, 1892.

In the like manner it shall have no power to acquire real property rights without authorisation of the Government, and should any of these rights come to it by donation or bequest, the decision authorising acceptance of these shall at the same time determine whether it shall be a question of retaining the said rights or transferring them, and fixing, in the latter case, the time limit during which the transfer shall be effected.

It shall be empowered to appear in court, represented by the President of the Managing Committee, as indicated in §76, and shall be assimilated to the relief institutions mentioned in the Act dated 23rd March, 1893, for obtaining the privilege of pleading for the recovery of debt, as regards all Acts whatever referring to suits and execution, without prejudice to the provisions of §99, paragraphs 3 and 4.

68. Acts carried out in the name or in favour of the Insurance Institution shall be exempt from stamp duty, registration duty, mortgage or succession duties.

The revenues from the real estates or personal property of any kind belonging to it, shall be exempt from direct taxation and surcharged centimes.

It shall be exempted from postage charges on all postal communications which it shall forward or receive.

All acts to which the present law may give rise, and, more especially, extracts from the civil registers, certificates, declarations, powers of attorney, or revocations shall be delivered free, with exemptions from all charges.

69. The assets of the Institution shall alone guarantee the engagements of the latter.

But no seizure may be made on it except after previous notification to the Government, in writing.

70. The expenses of the initial foundation shall be at the charge of the State, by whom also premises, suitably furnished and provided with heating and lighting requirements, shall be supplied, including expenses of maintenance.

During the first ten years it may make advances to the Insurance Institution.

Statutes.

71. The statutes shall determine the provisions with regard to the points hereafter enumerated, with the exception of those which they must necessarily contain by virtue of other provisions of the Act or regulations :

(1) The list of the delegates of the employers and of the delegates of the insured persons who are to form part of the Managing Committee, of the Commission, of the Arbitration Courts, and, if necessary, of the Sub-commissions ;

(2) The duties of the Managing Committee, their representation with regard to third parties, the decision upon matters for which the calling together of the delegates will be required, and, lastly, the form in which the Commission shall notify its decisions and sign on behalf of the Insurance Institution ;

(3) The drawing up of the budget ;

(4) The drawing up and approval of the annual financial statement ;

(5) The auditing of the annual financial statement by special auditors ;

(6) The publication of the accounts ;

(7) The public organs in which announcements shall be made ;

(8) The conditions of modification in the statutes.

In derogation of the present section, the number of delegates who are to form part of the Managing Committee and of the Commission shall be determined, in the first elections, by public administrative regulation as indicated in §78, and which shall also notify the provisions referred to in Sub-section 2, which shall be valid until the statutes are put into force.

72. The statutes and their modifications shall be ratified by a Grand Ducal Order, to be issued in the form of a departmental regulation, and shall be promulgated with this Order.

Committee of Management.—Commission.

73. The Committee of Management shall consist of a President, delegate employers, and delegate workers, the Government reserving to itself the right of adding one or more Councillors, according to the requirements of the service.

The President and Councillors, who shall be appointed by the Government, shall have the character of State officials, and their remuneration and pensions shall be fixed by the Government in accordance with the proposals of the Committee of Management.

The statutes shall decide whether other persons, in addition, shall form part of the Committee of Management, whether they shall receive remuneration or not, and, if so, to what amount.

Should remuneration be granted, the Government shall fix the conditions of the service in accordance with the proposals of the Committee of Management.

The Committee of Management shall be assisted by salaried employees in sufficient number. Their number, their allowances, and their pensions shall be decided by the Committee of Management, subject to the approval of the Government.

74. The allowances, pensions, or compensations referred to in the preceding article, as also all expenses of any kind relating to management, office, copying, or printing, shall be to the extent of one-half at the charge of the State, and the remaining half at the charge of the Insurance Institution, which shall advance the same.

75. The Management of the Institution shall be in the hands of a Committee of Management for all matters which have not been left to the decision of another authority by the law, the regulations, or the statutes.

76. The President of the Committee shall represent the Insurance Institution judicially and extra-judicially.

In the relations created by the present law or the regulations which they contemplate, between the Insurance Institution of the one part and the insured persons, masters, the respective relieving communes, the Institution for Insurance against Accident, the relief funds sanctioned by virtue of §3 of the Act of 31st July, 1901, the medical men, pharmacies, druggists, and hospitals, the acts submitted by the President of the Committee of Management shall bind the Insurance Institution without any power of attorney being required to accredit them. In all other relations this shall only be the case in regard to administrative Acts. Otherwise the Common Law shall be applicable.

When decisions emanating from the officials of this Institution appear to the President to be contrary to the laws, regulations, or statutes, a complaint shall be laid, with reasons assigned, carrying with it suspensory powers the decision of which shall remain with the Government.

77. The following matters shall be reserved for a Commission, who shall act as a general meeting and be composed of delegates of the employers and delegates of the insured, to the number of at least ten, and presided over by the President of the Managing Committee :

(1) The drawing up of the statutes and the modifications made in the same ;

(2) The voting of the budget ;

(3) The auditing and approval of the annual statement of account ;

(4) The election of members of the Committee of Management, other than officials.

78. The delegates shall be elected separately from amongst the employers and the insured, in accordance with the qualifications of eligibility fixed by §§84 and 85 hereafter, and in accordance with the voting conditions to be determined by a departmental regulation, which shall also determine the internal service of the Commission, and, in case of need, regulate everything relating to the Sub-Commissions, including the composition and attributes of the latter.

The same regulations shall prescribe all other provisions for the election, both as regards the Commission and the members of the Committee of Management other than officials, comprising the ratification of the proceedings and the methods of appeal.

79. The budget, the voting of which is reserved under §77 (2) to the Commission, shall be drafted by the Committee of Management, who shall transmit a copy thereof to the Government, at least two weeks before the holding of the meeting for taking the vote, so as to enable the latter to draw up their objections and, if necessary, to enable any opposition on the part of the President of the Committee of Management to be expressed, in accordance with §76, last paragraph.

80. In the voting of the Insurance Institution, the President shall have the casting vote in the case of a tie.

Auxiliary Authorities.

81. The Committee of Management shall be assisted in their work by auxiliary administrative authorities, whose province it shall be to collect and forward to the Committee, at the request of the latter, and even spontaneously, all information, suggestions, and reports of a kind calculated to assist in the decisions to be taken.

82. A public administrative Regulation shall indicate the officials or authorities who have to fulfil the duties of auxiliary administrative authority, and shall define their duties.

The expenses occasioned by this authority shall be considered as administrative charges, in the sense of §74.

Provisions Common to the Different Classes of Delegates.

83. The delegates of the employers and the delegates of the insured shall be equal in number in the composition of the departments of the Institution.

84. The only persons eligible as delegates of the employers or delegates of the insured shall be those of Luxemburg nationality, of the male sex, of full age, resident in the vicinity of the Insurance Institution, and fulfilling the conditions required for selection as Communal Councillor.

Only those shall be eligible as delegates of the employers who are employers of insured persons by virtue of the present Act, as also higher employees, holding power of attorney, in these employers' establishments.

Only those persons shall be eligible as delegates of the insured who are themselves insured by virtue of the present Act.

85. If heads of undertakings or artisans engaged in home industry are insured by virtue of §2 and 13, they shall be reckoned in the class of masters when it becomes a question of forming departments of the Insurance Institution, unless the occupation of the persons they are employing is purely temporary.

86. The delegates of the employers and the delegates of the insured shall be elected for five years, and hold office until the time that their successors enter on their duties. Retiring members will be eligible for re-election.

The President of the Managing Committee may impose a disciplinary fine not exceeding 500 francs upon those persons elected who, without legitimate reason, refuse office or abstain from taking a regular part in the meetings, or who fail in any other manner to perform their duties.

Should the election have been without results, or should those elected refuse to perform their duties, the Government shall nominate, for the period during which this state of affairs continues, delegates to replace the above, from among the employers and insured.

87. Should reasons for ineligibility or facts constituting serious failures of duty on the part of officers transpire, the Managing Committee shall remove the delegate in question from his post, after hearing his explanations.

88. The delegates of the employers and the delegates of the insured belonging to the administrative departments of the Insurance Institution shall perform their duties without remuneration, and shall only be entitled to the reimbursement of their actual expenses, in accordance with a tariff to be fixed by the statutes.

The delegates of the insured shall further receive for the time devoted to their official duties or for loss of salary, a sum in compensation, likewise to be fixed by the statutes.

89. The honorary office conferred by virtue of the present Act may not be declined except for one of the reasons which, in accordance with §§433, 434, and 435 of the Civil Code, exempt from guardianship. The exercise of an honorary office conferred by the present Act or by the Act relating to insurance against accidents, or by that relating to insurance against sickness, shall be equivalent to the management by guardianship.

The statutes may allow other reasons for release.

Re-election may be declined for the time during which an election lasts.

90. Should it have been, for any reason whatever, impossible to form the Managing Committee or the Commission, or should they have refused to perform the duties imposed on them by the Act or the statutes, the President of the Committee of Management shall make provision for the performance of these duties either directly or by commission, at the expense of the Insurance Institution.

91. The delegates of the insured shall inform the employers each time they are summoned to perform their duties.

Interruption of work during the time required for this service shall not authorise the employer to cancel the contract of service before the end of its term.

*Special Duties of the Administrative Departments of the Institution,
Public Authorities, Employers, and Insured Persons.*

92. The members of the administrative departments of the Insurance Institution shall be responsible to the Institution, in accordance with the Common Law, for the execution of the mandate they have received and for the faults committed during their period of office.

93. The administrative departments, Commissioners, and employees of the Insurance Institution, as also the authorities, officers, and employees in exercise of control, shall be required to maintain secrecy respecting the facts and appliances which may come to their knowledge in the course of their duties, and to abstain from utilising or revealing the secrets of manufacture or of business.

The persons specially entrusted with control, before entering on their duties shall be sworn before the magistrate of their locality, the oath to be taken being as follows :

"I swear to carry out my duties with integrity, precision, and impartiality. I swear to maintain secrecy respecting the facts and appliances that may come to my knowledge during the performance of my duties, and to abstain from utilising or revealing the secrets of business. So help me, God."

94. The public authorities shall give attention to the demands addressed to them, in the interest of the working of the present Act, on behalf of the

Managing Committee, the Arbitration Courts, or other administrative departments of the Insurance Institution, or of other public authorities, and shall address spontaneously to the administrative departments of the Insurance Institution all communications which may be of interest for the good working of its arrangements.

The same duty shall be incumbent on the administrative departments of the Insurance Institution in their mutual relations, as also in their relations with the Sick Funds and with the Association for Insurance against Accidents.

The expenses incurred in the performance of these duties shall be refunded by the Insurance Institution as forming part of the expenses of the administration, so far as they consist of expenses of travelling and sojourn, or of fees to witnesses and experts, or other disbursements.

95. The employers shall be required to supply to the administrative departments and Commissioners of the Insurance Institution, as also to the other authorities, officers, or employees in authority, all information that may be requested from them relating to the number of persons in their employ, the period of employment, and the remunerations and allowances paid to them.

They shall allow them to inspect, on the premises and during working hours, the books and lists containing the information they may be seeking.

The Government may impose other measures of control, and the employers and insured persons shall comply respectively with such measures on pain of disciplinary fines imposed by the Managing Committee and which shall not exceed 150 francs in each case. The insured persons shall likewise be required to supply all information asked for relating to the place and duration of their occupation, as also respecting the amount of their wages.

96. The expenses of inspection shall form part of the administrative expenses.

The Managing Committee may charge these expenses to the employer if the disbursements have been occasioned by failure on the part of the employer to carry out his obligations.

In the event of appeal, the Government shall have the final decision of the matter.

The Administration of the Property.

97. The Insurance Institution may, without authorisation and without limitation, invest its property, either in the Savings Bank or in securities of the public funds, or in debentures of the Crédit Foncier of the Grand Duchy.

It may, with the authorisation of the Government, purchase securities of foreign states or of debentures of native or foreign municipalities, and also give its consent direct with respect to loans to the State of the Grand Duchy or to native municipalities.

Lastly, it may, with the authorisation of the Government, but only to the amount of one-half of its property, make other investments, as, for example, in mortgage loans, in purchases of real property, and more especially in the form of erection of cheap dwellings.

As regards securities of the public debt and of the Crédit Foncier, a declaration of deposit shall be made in exchange for a personal certificate issued in the name of the Insurance Institution.

The other securities shall be deposited at the general Treasury according as they are acquired.

The Government shall fix the rate of interest to be adopted by the Savings Bank after consultation with the latter, and shall also authorise all other temporary investments.

98. The Insurance Institution shall furnish the Government, in the manner and for the periods which the latter shall prescribe, reports of management and financial statements.

The nature and form of accountancy to be adopted by the Institution shall be determined by the Government.

Arbitration Courts.

99. The organisation of the Arbitration Courts shall be determined by a public administrative regulation, which shall define the rules, specially with regard to the composition of these tribunals, the election of their members, the expenses of their administration, as also the procedure to be followed, both before the said Courts and before the Higher Court of Justice, which is to pronounce as a Court of Appeal, without prejudice to the regulations laid down in this respect by the present law.

After constitution of the Arbitration Courts, the delegate assessors shall have the following oath administered to them by the President : " I swear to perform my duties in accordance with the dictates of my honour and conscience, and to maintain secrecy respecting the deliberations, so help me. God."

The Insurance Institution and the persons entitled to the pension shall enjoy by full right the benefit of judicial assistance, both before the Arbitration Court and before the Higher Court of Justice ; and this benefit shall extend to all executory Acts, both as regards personal and real property, as also to all disputes that may arise with regard to execution.

The judgments and pronouncements and all other acts relating to the disputes in question shall be exempt from registration fees, stamp dues and copying fees, and shall not give occasion to any other salaries than those of the clerks of the courts.

100. The expenses of the Arbitration Court, including compensations to the assessors and auxiliary employees, as also the expenses of procedure and expert opinion before this Court, shall be borne in the proportion of one-half by the State and one-half by the Insurance Institution.

The Arbitration Courts may, nevertheless, assign the expenses of procedure and of expert opinion, either wholly or partially, to the charge of those who have previously occasioned them.

Government Control.

101. The Insurance Institution is subject to the supreme control of the Government, which extends to the observation of the legal and statutory provisions.

The Government may at all times control, directly or indirectly, the management of the Insurance Institution.

The members of the Committee of Management and other administrative bodies of the Insurance Institution shall be required to submit their books, vouchers, securities and moneys, as also the documents relating to the contents of the books for the fixing of the pensions, etc., and make all other communications that the Government may consider necessary for the exercise of their right of control.

The Government may keep the said members to the performance of these duties and communications, as also to the observance of the legal and statutory provisions, by disciplinary fines not exceeding 1,000fr. in each case.

Fixing and Payments of the Pensions.

102. The application for the granting of a pension shall be made, accompanied by the documents in justification of same, to the competent assistant

Administrative Authority, according to the residence or place of occupation of the insured person, and if he has neither of these in the Grand Duchy, according to his last residence or last place of occupation.

It shall be permissible for the Government to allow the presentation of the application to another authority, who shall transmit it to the competent Assistant Administrative Authority. The Administrative Authority shall proceed to obtain the information and to perform the other duties which he may consider desirable for ascertaining the facts, and shall transmit the report of what has been done, together with his opinion, to the Committee of Management.

Should the application be granted, the Committee of Management shall at once fix the amount and the time of commencement of the pension, and shall notify to the beneficiary in writing the decision arrived at, indicating the mode of computation.

The rejection of the application may not be pronounced except with reasons given and after affording the person interested opportunity of reply, either verbally or in writing.

In the two cases contemplated in the two preceding paragraphs, the decision shall indicate the time granted for appeal and the competent Arbitration Court for the purpose, in accordance with the rules laid down in the following article.

In the inquiries instituted by the Committee of Management, witnesses may be heard under the seal of the oath.

Persons who may refuse to appear or give evidence shall be liable to the penalties indicated in §80 of the examination code in penal affairs. The report notifying the refusal shall be transmitted to the Public Prosecutor.

The allowance made to witnesses shall be the same as is applicable in the court of a justice of the peace in civil affairs.

103. The decision announcing the rejection of the application or the fixing of the amount and the date from which the pension shall commence may be contested by the applicant in the competent Court of Arbitration.

The Arbitration Court corresponding to the place of residence of the applicant shall be competent to decide; or if the latter has no longer a place of residence in the country, then the Court of Arbitration corresponding to his last place of residence.

The appeal shall be made in this court, under pain of foreclosure, within a term of forty days, dating from notification of the decision.

In any case the term shall be considered to be observed if, within this period, the appeal has reached another Luxemburg authority, who shall be required to transmit it at once to the competent Arbitration Court. The appeal is not a bar to further proceedings.

A copy of the decision of the Arbitration Court shall be sent to the applicant and the Committee of Management.

104. Should the Arbitration Court consider the application for the granting of a pension to be justified, it shall fix its amount and, at the same time, the date from which it commences.

Should the Arbitration Court, whilst admitting the application in principle, not have fixed the amount of the pension and the date at which it commences, the Committee of Management shall at once grant, in the event of appeal, a provisional pension, and this decision shall not be subject to appeal.

But as soon as the decision accepting the application in principle shall have acquired the force of a matter already decided, the Committee of Manage-

ment shall fix the amount of the pension and the time of its commencement, provided this has not been done previously.

The amount paid provisionally shall be treated as definitive as regards the pension granted.

105. The decision of the Arbitration Court may be carried to the Court of Appeal by either of the parties. The appeal shall not constitute a bar to further appeal, unless it is brought by the Committee of Management, and has to do with sums claimed for a period prior to the time of the contested decision.

The higher Court of Justice shall decide on the appeal.

The appeal shall, on pain of foreclosure, be made within a term of forty days, dating from the notification of the decision of the Court of Arbitration.

Appeal shall not be allowed except for contravention of the law or violation of the forms, whether substantial or prescribed, on pain of nullity.

106. The appeal shall specify the grounds on which it is founded.

Should no grounds be indicated, or should the appeal be delayed, the Court may reject it without submitting the matter to an oral discussion, which otherwise shall be absolutely necessary.

If the contested decision is reversed, the higher court may either decide the matter itself or refer the case back to the Arbitration Court or to the Committee of Management.

It may, in both cases, decide at the same time that a pension shall be provisionally granted to the applicant, the amount of which it shall decide.

In the event of referring the case back, the legal grounds on which the higher court has based the reversal shall be taken as the basis of the subsequent decisions of the arbitration tribunal or of the Committee of Management.

107. The Insurance Institution may renounce the right to bring forward the arrears of pension pay, in conformity with §§104 and 106, before pronouncement of the decision having the force of a final decision.

108. In the event of rejection of an application for a disablement pension on the ground that permanent incapacity for work has not been established, renewal of this claim shall not be admitted before the expiry of one year from notification of the final decision, unless it should be shown in support of a certificate accompanying the application that circumstances have meanwhile occurred which establish permanent incapacity for work.

Failing this certificate, the Committee of Management shall reject the application by a decision from which there shall be no appeal.

109. The withdrawal of the pension, as also the suspension of payments of instalments on the pension, may not be pronounced except by virtue of a decision in writing, with reasons given.

Before decision is pronounced, the respective competent auxiliary administrative Authority for the district in which the person benefiting by the pension resides shall be given a hearing.

§§103, 105, 107, and 108 shall be applicable.

110. All decisions arrived at by the Committee of Management, in pursuance of the opinion of the auxiliary administrative authority, shall be notified to the latter.

111. Payment of the pensions shall be made in advance, by order of the Committee of Management, through the postal service, and in the ordinary course through the post office in the district in which the holder of the pension was residing at the time of applying for the pension.

The Committee of Management shall notify to the person entitled the post office at which the pension shall be paid.

They shall transfer the payment of the pension by request of the person entitled, where the latter has changed his residence, to the district post office of his new residence.

112. The Government may require from the Insurance Institution the establishment of a "Fonds de roulement" not exceeding the sums the payment of which is provided for in the current financial statement.

At the close of each financial year the final account shall be drawn up, and any advances that may have been made by the State shall be refunded.

In the event of disagreement, the Government shall decide.

The measures for carrying out the decision shall be regulated by means of a public Administrative Order, drawn up by consultation with the various departments interested and the Committee of Management.

Disputes Respecting Contributions.

113. Any disputes which may arise between the Insurance Institution and the masters or the insured persons, or between masters and insured, with respect to ascertaining whether the contributions are due, shall be decided by the Committee of Management, unless such disputes arise during the proceedings for fixing the pension.

The interested parties may, within the term of one month from the date of notification, contest the decision before the Government, who shall finally decide.

114. Disputes between masters and insured, with respect to the computation and assignment of the contributions to be paid for the insured or to be returned to the latter, shall be decided finally by the Committee of Management.

115. After final adjustment of these differences, the Committee of Management shall officially see to it that the contributions which have been wanting are immediately paid, and that those paid in excess shall be immediately refunded to the masters and to the insured persons.

116. The expenses of procedure relating to the disputes indicated in §§113 to 115 shall be at the charge of the Insurance Institution, except where the provisions of §100 (2) apply.

Notifications and Appeals.

117. Notifications for the purpose of having the time limits fixed for ordinary appeals or appeals to the Court of Appeal shall be made through the post by registered letter.

Should the addressee of the letter refuse to receive it, the time limit shall date from the day of refusal.

The postal receipts shall establish, on the expiration of one year from their delivery, the presumption that the notification has been effectually made within the specified time, dating from the posting of the letter.

Persons not resident in the Grand Duchy shall, at the request of the Committee of Management, elect a domicile there, and in default thereof the notification shall be substituted by a notice posted up for eight days on the premises of the Committee of Management, of the post office entrusted with the notification and of the office of the Secretary of the Commune in which the person interested last resided.

The same procedure shall be followed if the domicile at the time is unknown.

If the interested party has not become aware of the notification, or if he has only known of it with delay, without any fault attributable to himself,

he shall be reinstated in the enjoyment of his rights, provided that he has made his application within eight days from the date on which he became aware of the existence of the notification.

118. Wherever the present Act does not otherwise prescribe, appeal may be made to the Government against all administrative and contentious decisions of the Committee of Management.

The appeal shall be lodged, on pain of foreclosure, within ten days from the date of notification of the contested decision at the office of the Secretary of the Committee of Management.

If the latter maintains the decision, he shall submit the appeal to the Government for its decision.

The appeal shall not be a bar to further proceedings, unless the Government shall otherwise determine.

An appeal to the Council of State (Committee of Contentious Cases) shall be open to the parties interested against the decisions arrived at by the Government, whether as Judge of Appeal or as Judge of the First Instance.

This appeal shall be made in conformity with the regulations for procedure in contentious affairs, approved by Royal Decree of 26th August, 1866, within a time limit of one month from the date of notification of the contested decision.

The services of an advocate shall not be necessary.

The committee shall decide with direct jurisdiction.

Penal Provisions.

119. Masters who, in the statements or declarations which are required from them under the Act, the regulations, statutes, or instructions issued by the Insurance Institution, shall have supplied information, the incorrectness of which was known to them or ought, in view of the circumstances, to have been known to them, may be subject to a disciplinary fine by the Committee of Management not exceeding 500 francs.

The same fine may be inflicted on the masters who do not pay their contributions when due.

120. The masters may delegate the discharge of the duties imposed on them by virtue of the preceding Section to the persons responsible for the management or direction of an industry, on condition of notifying the names and domicile to the Committee of Management.

In this case the delegate who shall infringe any of these obligations in the manner indicated in the same Section shall be liable to the fine prescribed in this Section.

121. The disciplinary fines pronounced under the present Act shall go to the benefit of the Insurance Institution.

122. The following offences shall be punished by a fine of 26 to 1,000 francs, unless a more severe penalty is applicable under another provision of the law.

(1) Where a master or employee shall knowingly have excluded, by agreement or work regulations, the total or partial application of the provisions of the present Act, to the detriment of the insured persons, or restricted the liberty of the latter in the acceptance or exercise of an honorary office conferred upon them by the same Act.

(2) Where a master or employee shall have knowingly kept back, basing his action upon the present Act, sums out of the wages of the insured persons employed by him, in excess of the share of the contributions incumbent upon the insured persons by virtue of §60, last paragraph, and §65.

(3) Where a master shall knowingly have failed to apply to insurance purposes the sums retained by him by virtue of the present Act, out of the wages of the persons he employs.

If the offender has acted in this latter case with fraudulent or malicious intent, the Judge may pronounce, in addition to the fine, a sentence of imprisonment of from eight days to three months.

The agreements and regulations indicated in Sub-section 1 shall be null and void.

123. The provisions of the preceding Section shall equally apply to the legal representatives of incapacitated masters, members of the management of a public company or association, and liquidators of a commercial company or association.

124. In the event of infringement of the provisions contained in §93 (1), the persons there indicated shall be punishable by the penalties indicated in §458 of the Penal Code.

125. The following cases shall be punished by one month to five years' imprisonment and a fine of 26 francs to 3,000 francs, unless a more severe penalty shall have been incurred under another provision of the law, where the Insurance Institution has been induced by fraud to furnish a pension, relief, or other benefits which were not rightly due or only due in part.

The offenders may, further, be placed for a period of from two to five years under the special supervision of the police, and condemned to the deprivation of the whole or of a portion of the rights enumerated under §31 of the Penal Code, for a term of from five to ten years.

126. The provisions of Book I. of the Penal Code, with the exception of §§72 (2 and 3) and 76 (2, 3, and 4), as also those of the Acts of 18th June, 1879, and 16th May, 1904, empowering the courts and tribunals to take into account extenuating circumstances, shall be applicable to the infringements contemplated under the present Act.

Transitory Provisions.

127. Persons of Luxemburg nationality of 68 years of age or more at the time of the enforcement of the present Act, and who shall prove that during the five years which have immediately preceded this date they have regularly exercised, in the Grand Duchy, an occupation subject to compulsory insurance, shall be entitled to a pension equivalent to one-third of the original pension, which shall be paid to them by the Insurance Institution, but which, as regards two-thirds, shall be at the charge of the State, and, as regards one-third, at the charge of the Commune, in conformity with §60, paragraph 3.

128. Insured Luxemburgers who reach the sixty-eighth year of their age within the ten years immediately following the enforcement of the new Act, without the conditions of §18 having been fulfilled, shall, nevertheless, be entitled to an old-age pension, if they satisfy the double requirement that, during the five years immediately preceding the Act, they have regularly exercised in the Grand Duchy an occupation subject to insurance, and that, since that date up to the age of sixty-eight years, they have performed an average of 270 days' work yearly.

The second condition shall of itself be sufficient if the period in question embraces five years of an annual average of 270 days' work, and the fifth year shall be regarded as completed from the time of its having commenced, and shall have included a number of days' work corresponding to its effective duration.

129. Insured Luxemburgers who shall become disabled during the first five years after the enforcement of the Act, without fulfilling the conditions of §18, shall be entitled to a disablement pension if, for the five years immediately preceding disablement, they shall perform an average of 270 days' work yearly.

130. The pensions granted under §§128 and 129 shall be equivalent to one-third of the original pension, and shall be paid by the Insurance Institution, but shall fall to the exclusive charge of the State and of the Commune in the proportions indicated in §127.

They shall be increased—

(a) by one-fifth of the two-thirds remaining from the original pension ;

(b) by one-fifth of the increases indicated in §28, reckoned at the rate of a remuneration in excess of 500 francs for each period of 270 days' work performed after the enforcement of the Acts where it is a question of a disablement pension, and for each period of 540 days' work performed after the same date where it is a question of an old-age pension.

The old-age pension shall be further increased by an addition of 8 centimes for each period of six days' work in excess of 1,350.

131. In the case of foreigners, the five last years required by §129 for the disablement pension shall be extended to ten, and, in the same manner, the periods of 270 days required by §130 for the increase of the same pension shall be extended to 540, it being left to the Government to suspend the action of this provision, in accordance with §19.

Amalgamation of the Insurances.

132. A regulation of the public service may decree the amalgamation of the Institution for Insurance against Accidents and the Institution for Insurance against Disablement and Old Age in one single office, to be called Office of Industrial Insurances, the establishment of the first statutes of the new office, and, if necessary, derogation from the legal or statutory provisions enforced so far as these provisions may have to do with the organisation, or so far as modifications may be required, in order to carry out amalgamation or regulate in the same manner communal matters differently treated by the Act relating to either institution.

Enforcement.

133. The present Act shall come into force in accordance with the Common Law, but the provisions relating to the contributions and instalments therein contemplated shall not be applicable before the 1st January, 1912.

We order and decree that the present Act shall be inserted in the "Mé-morial," in order that it may be carried out and observed by all concerned.

Table referred to in §28.

SCALE.	AMOUNT OF MEAN ANNUAL SALARY.	ORIGINAL PENSION.	
		Men.	Women.
1	501— 600	180.60 ..	144.60
2	601— 700	181.50 ..	145.50
3	701— 800	182.70 ..	146.70
4	801— 900	184.20 ..	148.20
5	901—1000	186.00 ..	150.00

SCALE.	AMOUNT OF MEAN ANNUAL SALARY.	ORIGINAL PENSION.	
		Men.	Women.
6	1001—1100	188.10	152.10
7	1101—1200	190.50	154.50
8	1201—1300	193.20	157.20
9	1301—1400	196.20	160.20
10	1401—1500	199.50	163.50
11	1501—1600	203.10	167.10
12	1601—1700	207.00	171.00
13	1701—1800	211.20	175.20
14	1801—1900	215.70	179.70
15	1901—2000	220.50	184.50
16	2001—2100	225.60	189.60
17	2101—2200	231.00	195.00
18	2201—2300	236.70	200.70
19	2301—2400	242.70	206.70
20	2401—2500	249.00	213.00
21	2501—2600	255.60	219.60
22	2601—2700	262.50	226.50
23	2701—2800	269.70	233.70
24	2801—2900	277.20	241.20
25	2901—3000	285.00	249.00
26	3001—3100	293.10	257.10
27	3101—3200	301.50	265.50
28	3201—3300	310.20	274.20
29	3301—3400	319.20	283.20
30	3401—3500	328.50	292.50
31	3501—3600	338.10	302.10
32	3601—3700	348.00	312.00
33	3701—3800	358.20	322.20
34	3801—3900	368.70	332.70
35	3901—4000	379.50	343.50
36	4001—4100	390.60	354.60
37	4101—4200	402.00	366.00
38	4201—4300	413.70	377.70
39	4301—4400	425.70	389.70
40	4401—4500	438.00	402.00

2. *Grossh. Beschluss, enthaltend die Ausführungsbestimmungen zu Art. 71, Nr. 1, 2 und letzter Absatz, sowie zu Art. 78 des Gesetzes vom 6. Mai, 1911, betreffend die Alters- und Invalidenversicherung.* Vom 5. Juni, 1911. (Memorial des Grossherzogtums 1911; Nr. 37, S. 47.)

Grand-Ducal Decree of 5th June, 1911, containing Regulations for carrying out §71 [(1), (2), and last paragraph] and §78 of the Act of 6th May, 1911,* relating to insurance against old age and invalidity.

PART I.—COMPOSITION OF THE COMMISSION, THE COMMITTEE OF MANAGEMENT, AND THE SUB-COMMISSION.

1. During the first electoral period, the Commission, indicated in §§77 and 78 of the above-mentioned Act, shall consist, in addition to the President, of nine members who are masters and nine members from among the insured persons, distributed as follows :—

* Text E.B. VI., p. 270

Five masters and five insured members shall belong to industries on a large and on a medium scale ;

One master and one insured member shall belong to industries on a small scale ;

One master and one insured member shall belong to trade ;

Two masters and two insured members shall belong to agriculture or forestry.

All undertakings of an industrial or trading character and employing regularly not more than ten salaried persons shall be included under the smaller industries.

There shall be as many substitute members as acting members. The proportion of substitute members belonging to the various branches of occupations shall be the same as that fixed for the acting members.

2. In addition to the President and Councillors, if the Government considers it desirable to appoint any, the Committee shall consist, during the first electoral period, of two delegates of the masters and of two delegates of the insured.

The number of substitute delegates shall be the same as that of the acting delegates.

3. The Sub-Commission contemplated under §22 of the present Regulations shall consist, in addition to the President of the Committee of Management, of a member who is a master and of a member from among the insured.

Before summoning the Sub-Commission for each meeting, the names of these two members shall be drawn by lot by the President from among the acting delegates and the substitutes of the Committee of Management.

PART II.—ELECTION OF THE COMMISSION AND COMMITTEE OF MANAGEMENT.

I.—Election of the Members of the Commission.

4. In accordance with §86 of the Act of 6th May, 1911,* every five years the whole of the Commission shall be renewed.

The members of the Commission shall enter upon the duties of their office each time on the 1st of July following the election.

5. The members of the Commission shall be elected—

(1) The members who are masters belonging to an industry unconnected with agriculture or forestry, by the general meeting of the industrial section of the institution for insurance against accidents, and the masters who are members belonging to agriculture or forestry, by general meeting of the agricultural section of the same Association. In both cases the election shall be made in accordance with the provisions governing the election of delegate masters serving on the Arbitration Court of the industrial section.

(2) The members from among the insured, by a meeting consisting of one representative for each Friendly Society established in accordance with §3, letters *b* and *c*, of the Act of 31st July, 1901, and of those of the delegate workmen serving on the agricultural section of the institution for insurance against accidents, who are appointed by the Communal Councils of the chief towns of cantons. This meeting shall be presided over by the President of the Committee of Management of the Insurance Institution.

Special Provisions relating to the Election of the Insured Members of the Commission.

6. The Friendly Societies in the case of sickness shall be represented in the meeting of the insured members contemplated under Sub-Section (2) of the preceding Section by the workman member who fills the functions of

* Tent E.B. VI., p. 270.

President or Vice-President of the Friendly Society. Should neither of these two functions be performed by a workman member of the Committee of Management of the Friendly Society, the representation of the latter shall fall to the eldest of the workmen-members elected by the general meeting of the Friendly Society. Should the person appointed to represent the Friendly Society be prevented, he shall be immediately substituted by the eldest of the remaining workmen-members. In the same contingency, the workmen delegates representing agriculture or forestry shall be directly substituted by their substitute delegates.

7. Up to a total of 200 members, each Friendly Society shall have one vote for every 20 insured members.

Beyond the 200 members, it shall possess one vote extra for every 100 insured members, but the total number of votes appertaining to a Friendly Society shall not exceed 20 in number.

8. The meeting shall be summoned by the President by letters addressed individually to the acting members eight clear days before the day of meeting.

The notice of the meeting shall give a summary of the order of the day. Every meeting summoned in accordance with the provisions of the present Section shall be empowered to decide, whatever may be the number of members present.

9. After recording the number of members present, the President shall have two assessors and two secretaries appointed, who, with him, shall constitute the "bureau."

The President shall commence, superintend, and close the operations of elections.

He shall be entitled to forbid any persons to take part in the discussion who do not comply with the measures he may take for maintaining order and decorum, and even to expel them from the premises in which the meeting is held.

Employees of the Insurance Institution shall be eligible for the discharge of the duties of secretary.

10. Voting by ballot shall be enforced if claimed by one-tenth of the members present, otherwise the voting may be done in any other manner, by unanimity, show of hands, etc.

In the event of a tie the vote shall be taken again by lot.

11. The resolutions shall be taken by a single voting and without ballot at the election of the acting substitute members of the Commission.

Each elector shall be entitled to vote for as many persons as there are acting and substitute members to be elected.

The nine persons who shall have obtained the majority of votes shall be elected as acting members; the nine persons who shall immediately follow them shall be qualified for substitute members.

12. If the vote is taken by ballot, the following voting papers shall be considered as null and void:—

(1) Voting papers which shall not have been sent to the electors by the President of the meeting;

(2) Voting papers on which the elector shall not have inscribed any name or on which a larger number of names shall have been inscribed than authorised by the preceding Section;

(3) Voting papers bearing a mark or distinctive sign of any kind, or on which the voter shall have made known his identity.

Votes obtained by candidates failing to comply with the conditions fixed by §§84 and 85 of the Act shall not count.

13. A report of the operations of the election shall be drawn up and recorded in a special register, to be preserved in the records of the Insurance Institution.

The report shall indicate the date of the meeting, the number of voters, the number of votes obtained, and the announcement of the persons elected.

It shall be signed by the President and the Secretaries, and a copy of the same shall be transmitted without delay to the Government.

14. Every elector shall be entitled to submit his objections to the result announced.

Objection shall, under pain of nullity, be addressed, on the 7th day, at latest, after the date of the election, to the Government, who shall decide respecting its urgency, doing so without appeal.

15. Should the election be totally or partially annulled, the Government shall fix, with short interval, the date of the new election.

Provisions common to the Elections to the Commission for Members who are Masters and Members from among the Insured.

16. The President shall inform the elected members as soon as possible of the result of the election. This information shall be sent by registered post.

Persons who shall decline to serve and shall be able to support their refusal by legitimate excuses shall inform the President of the Insurance Institution thereof within eight days of the receipt of the information furnished in accordance with the first paragraph. After the expiration of this period of delay, the elected member shall not be entitled to refuse office.

17. In the case contemplated in paragraph 2 of the preceding Section, or where there shall be occasion to apply §87 of the Act, or where for any reason whatever, a member of the Commission shall cease to perform his functions before the expiration of a term of office, no new election to fill the vacancy shall take place with the five-yearly period, but the substitutes shall be required to perform the duties of acting delegates in the order corresponding to the result of the election; substitute members shall be replaced, in the same order, by those who at the time of the election shall have obtained votes without, however, having been elected.

The substitute shall conclude the term of office of the person he is replacing.

II.—Election of Delegates of the Committee of Management.

18. The delegates who shall compose the Committee of Management, as also their substitutes, shall be elected by the Commission from among the persons eligible in pursuance of §§84 and 85 of the Act.

The election shall be for five years. The first period of office shall commence from the 1st of July, 1911.

19. The election for the members who are masters and that for the members who are insured persons shall take place separately. The two candidates of the masters and the two candidates of the insured who shall have respectively obtained the majority of votes shall perform the duties of acting members, and the two candidates who are next in order shall perform the duties of substitute members.

20. The provisions of the preceding §§9, 10, 11, 12, 13, 14, 15, and 16 shall apply equally to the election of delegates of the Committee of Management.

21. In the case contemplated in paragraph 2 of §16, or where there shall be occasion to apply §87 of the Act, or where for any reason a member of the

Committee shall cease to perform his duties before the expiration of his term of office, the substitute shall be required to perform the duties of acting members, and this in the order corresponding to the result of the elections.

Should there be no substitute, either owing to the filling of vacancies of acting members, or from any other cause, the Commission shall proceed to hold a supplementary election, unless the vacancy shall not have occurred during the six months immediately preceding the five-yearly elections.

The substitute or the newly-elected member shall finish the term of office of the person whom he replaces.

PART III.—FORMATION AND ATTRIBUTES OF A SUB-COMMISSION.

22. The decisions relating to the allotment, fixing and withdrawal of pensions, and other benefits provided under the Act, always excepting those relating to a curative treatment, shall be entrusted to a Sub-Commission.

PART IV.—INTERNAL SERVICE OF THE COMMISSION, COMMITTEE OF MANAGEMENT, AND SUB-COMMISSION.

(a) *Internal Service of the Commission.*

23. The Commission shall be presided over by the President of the Committee of Management, or by the member summoned to replace him in the event of hindrance, in accordance with §36.

24. The Commission shall be summoned to meet by the President by letters individually addressed to the members fifteen clear days before the date of the meeting.

The notice of the meeting shall contain a summary of the subjects forming the order of the day.

The notice of the meeting and the order of the day shall likewise be sent to the members of the Committee who do not belong to the Commission.

25. The Commission, in accordance with the preceding article, shall be entitled to rule, whatever may be the number of the members present, unless it is a question of a modification of the statutes.

In this latter case the Commission shall only be entitled to decide if at least one-half of the members of the Commission are present. Should the required number not be present at the first meeting, a second meeting, summoned in accordance with the provisions of the preceding Section, shall be entitled to rule, whatever may be the number of members present.

26. Those members of the Commission who may be prevented from attending a meeting, shall notify the fact as early as possible to the Chairman of the Committee of Management, who shall summon their substitutes, in pursuance of the provisions of §17; under such circumstances the term of notice prescribed in §24 shall not be observed.

27. The Commission shall meet twice every year in ordinary meeting.

The President may call extraordinary meetings of the Commission should he think necessary.

This he shall do within a term of three weeks if a meeting, with indication of the order of the day, is demanded in writing by the Government or by at least one-half of the members of the Commission.

The Government, or the majority in the Commission, whenever the summoning of the meeting shall not have been done at their instigation, may demand that the order of the day shall be completed with the subjects which they shall indicate, provided this demand is made in writing and that it reaches the President seven clear days before the meeting. In this case the President shall inform the interested parties at once of the completion of the order of the day, by letter addressed to each person.

28. Those members of the Committee of Management not belonging to the Commission shall be authorised to take part in the meetings, with a consulting vote.

Employees of the Insurance Institution may be required by the Committee of Management to report, furnish information, or perform the duties of Secretary.

29. After recording the number of members present, the President shall have a Secretary nominated.

The President shall open, direct, and close the deliberations.

He shall be entitled to refuse hearing to any who do not comply with the measures he may take for maintaining order and decorum, and even to expel them from the premises where the meeting may be held.

30. The resolutions shall be passed by an absolute majority of the votes given.

31. Any business which shall not have been placed on the order of the day in accordance with §§24 and 27, shall only be open to decision where no opposition shall have been raised to their discussion, or where it is a question of a demand which may occasion the calling of an extraordinary meeting.

The resolutions passed shall be recorded by the Secretary in a special register, and shall be signed by the President and the Secretary. The reports shall state the date of the meetings and the names of the persons who were present.

(b) Internal Work of the Committee of Management.

32. The Committee of Management shall be entitled to deliberate if the majority of its members are present.

The resolutions shall be passed by absolute majority of the members present.

33. The Committee of Management shall fix its meetings according to the necessities of the case. The President may summon the Committee for an extraordinary meeting, if he considers necessary. He shall be required to summon an extraordinary meeting within eight days' notice should the written request for him to do so have been made by two members of the Committee of Management, indicating the order of the day.

For all meetings not taking place on dates fixed once for all by the Committee of Management, the President shall summon the members by written notice, three clear days beforehand.

34. The meetings of the Committee of Management shall be opened, presided over, and closed by the President. The resolutions passed shall be recorded by the Secretary in a special register, giving the dates of the meeting and the members present; the minutes shall be signed by the President and Secretary.

Employees of the Insurance Institution, assigned for this purpose by the Committee of Management, may be entrusted with the duties of Secretary.

(c) Internal Service of the Sub-Commission.

35. The Sub-Commission shall be summoned by the President, by written notice three clear days in advance.

The provisions of §34 shall likewise regulate the meetings of the Sub-Commission, except that the minutes shall be signed by all the members present and by the Secretary.

Regulations common to the Commission, the Committee of Management, and the Sub-Commission.

36. Should the Government avail itself of the power indicated in §73.

paragraph 1, of the Act, the President shall, in the event of hindrance, be substituted by the Councillor longest in office, and in case of equal time in office, by the eldest of the Councillors.

Should the President and all the Councillors be prevented, they shall be substituted by the eldest member of the Committee from among the remaining members.

Should the Government fail to avail itself of the power referred to in paragraph 1, the Committee of Management shall select from among their members a Vice-President, who shall substitute the President in the event of hindrance, and who, in his turn, shall be substituted as directed in the preceding paragraph.

PART V.—QUALIFICATIONS OF THE COMMITTEE OF MANAGEMENT.

37. In addition to the matters comprised in the qualifications of the Committee of Management, by virtue of a special provision of the Act, those specified below shall likewise require the summoning of the delegates in order that the Committee may be able to pass resolutions, with power of enforcement.

(1) The provisions which shall have to be submitted to the Commission.

(2) The acquisition, transfer of real property, and the constitution of charges upon the real properties.

(3) Acts of disposal with respect to objects of personal property of a saleable value of more than 1,000 francs.

(4) The investment of capital comprised in the assets of the Insurance Institution.

(5) The determining of the public organs in which the communications of the Institution shall be published.

(6) The matters which the Government or the President shall submit to the Committee of Management for decision.

All without prejudice to any other formalities or sanctions required by the law.

38. The resolutions of the Committee shall be issued in the name of the Insurance Institution, with addition: "The Committee of Management."

PART VI.—TEMPORARY PROVISIONS.

39. From the time of the enforcement of the Statutes, the provisions of §§1, 2, 32, 33, 34, and 36, so far as the latter two Sections refer to the meetings of the Committee of Management, as also §§37 and 38, shall become void.

40. Our Minister of State, President of the Government, shall be entrusted with the carrying out of the present Decree, which shall be inserted in the "Memorial."

VI. Portugal

Carta de lei de 17 de setembro de 1908, approvando a convenção celebrada em Berne entre Portugal e outras nações para a prohibição do trabalho nocturno das mulheres empregadas na industria. (Diario do Governo 1908, No. 221, p. 2986.)

Law promulgated in adherence to the Convention concluded at Berne between Portugal and other nations for the prohibition of night-work by women employed in industrial undertakings. (Dated 17th September, 1908.)

1. The Convention signed at Berne on the 26th September, 1906,* between Portugal and other States, relating to the prohibition of night-work by women employed in industrial undertakings, is accepted for ratification.

2. The Government is empowered to conclude, and thereafter to ratify, the Convention which has been drawn up in accordance with the Protocol of the Fourth Plenary sitting of the Diplomatic Conference, which took place at Berne on the 17th to the 26th September, 1906, to ensure the uniform application of the provisions of §1 of the aforesaid Convention.

3. All legal provisions contrary thereto are abrogated.

VII. Spain

1. *Real orden dictando las instrucciones á que han de sujetarse, en el ejercicio de las funciones de inspección, las Juntas Locales y provinciales de Reformas Sociales.* 2 de Julio de 1909. (Boletín del Instituto de Reformas Sociales. VI., 715.

Royal Decree dictating instructions which shall be followed in carrying on the work of inspection by the local and provisional Social Reform Councils. 2nd July, 1909.

1. The local and provincial Social Reform Councils are branch organisations of the Institute of Social Reform, in so far as the work of the Inspection of Labour is concerned, and in this capacity they cannot, therefore, take upon themselves other duties of inspection than those recommended by the latter body.

2. In those localities in which the Inspectors ordinarily reside, and during the time of their stay in them, the district and provincial Councils shall refrain from making any visits of inspection in the industrial workshops or establishments, and, in general, in all centres of labour affected by the Labour Laws, with the exception of those referring to Sunday rest, unless instructed to do so by the Institute and under the control of the same.

For these purposes the Institute may avail itself of the co-operation of the Councils on the occasions and in the districts in which its action may be effective, and giving them instructions either directly or through the intermediary of the Labour Inspectors, with regard to the inspections they may be required to undertake, the manner of carrying them out, the object to be kept in view, and other points conducive to the greater efficacy of the service, and in which the action of the Councils may be combined and harmonised with that of the Inspectors.

Besides these cases, and without the necessity of the central Inspection service giving previous instructions, the Labour Inspectors in all the respective districts may, when they consider it necessary, claim the aid and co-operation of the Inspecting Commissions of the local Councils for the purposes of the Inspecting Service, afterwards reporting to the central Inspectorate.

3. Should the provincial or district Inspector of Labour be absent from the locality, the local Council may carry out visits of inspection, reporting the result to the aforesaid Inspectors and to the Institute, for approval of the measures that have been taken.

* Text E.B. I., pp. XXXIII., 272.

4. Should the exigencies of the case require from the Inspecting Commission of the district Council measures of urgent importance, they may adopt them without submitting them to the Institute for approbation, but reporting to the latter within two days after the decision has been taken.

5. For the purpose of harmonising the visits of inspection which the Commissions of the Councils may carry out with those which had previously been made by the officers of the Inspectorate, the former shall examine, in the industrial establishments, the visiting book referred to in §30. Should the master not be provided with the said book, the failure to comply with this requirement shall be considered as an obstruction of the service, in accordance with §42.

6. In pursuance of the foregoing Sections, the district and provincial Inspectors shall notify the Councils of the locality in which they reside, the date and duration of absences.

In those places in which the provincial Inspectors may have divided the locality into two districts for the sake of facilitating inspection, the Inspectors of the district shall report to the Council any absences on the part of any of the provincial Inspectors, in order that the Council may inspect the part corresponding to that of the officer who has absented himself.

7. When the local Councils, at the request of the Labour Inspectors, do not fix the amount of the fines which they may have to impose for infringements of the Act relating to women and children, or should the sum be so small that the Inspector does not find it suited to the purposes of the service and to the disciplinary nature of the case, the Inspector shall report the matter to the Institute, in order that they may decide as they consider proper for the efficiency of the service, and even applying the procedure set forth in §49 of these instructions.

8. The local and provincial Councils shall lend the Labour Inspectors the assistance and protection required in the performance of their duties.

They shall place at the disposal of the Inspectors the data and information required by them, according to their knowledge, and among other matters whatever has reference to the industries of the locality, the working population, and other details connected with their mission.

9. The local Social Reform Councils, being bodies dependent upon the Institute, may not censure any technical work of the officials of the latter institution, entrusted with the inspection service.

10. The Labour Inspector may claim, if he considers it necessary, the assistance of the doctor, technical adviser of the Provincial Council for the inspection of certain conditions of health and sanitation, and likewise that of the Medical Sub-Officer.

The expenses of travelling and maintenance of these auxiliaries shall be allowed, the same as those of the Inspectors, by the Institute.

11. When the consulting Labour members of Social Reform Councils discharge the services of inspection assigned in these Instructions, they shall receive the daily allowance in accordance with the provisions of Rule 25 of the Royal Order of 3rd August, 1904.

12. The municipalities shall not generally pay daily allowances under this head, nor under the head of Inspection, when carried out by the Labour Members of the Councils comprised under §2, without the approbation of the Institute.

13. The Inspectors of Labour shall necessarily be cited to appear at the sittings of the district and provincial Councils, where any matter requires to

be treated relating to the Inspection Service or its affairs, and at these meetings they shall have a voice, but no vote.

14. For the purposes of the preceding Section, the district Inspectors may delegate their functions to the provincial Inspectors, where the latter exist in the same locality.

15. The local Council shall carry out the inspection, in compliance with the Act relating to Sunday rest of 3rd March, 1904,* even in those places where there are Inspectors.

16. With the object of procuring the uniformity and greater efficiency of the service, the local Councils shall arrange with the Inspectors, and carry out the inspection referred to in the preceding Section under the direction of the latter and in the form indicated in the corresponding Sections.

17. The Councils of Social Reform shall not be authorised to remit or modify on their own initiative the fines referred to in §§25, 30, and others relating to the matter, in the Regulations for the application of the Act relating to Sunday rest, of 19th April, 1905†, their duties being restricted to reporting about such matters.

18. The local and provincial Councils shall not be authorised to approve or disapprove the agreements made between masters and workmen, as referred to in §4 of the Act relating to Sunday rest, and §14 and others of the Regulations of 19th April, 1905, but solely to give the reports requested of them by the competent authorities.

These reports and, generally, the documents issued by the Council shall not be valid unless signed by the Secretary and President or by the person acting in their proxy.

19. In imposing the fine for infringement of the Act relating to Sunday rest, the Councils shall restrict themselves to reporting, and the Mayors, after hearing the notified question, shall impose the measures or take the decision which they consider applicable.

20. In places where there are no Inspectors, the local and provincial Labour Councils shall continue to discharge the duties of inspection in their full scope, maintaining with the central Inspectorate the same relations as are required to be maintained by the Inspector, and carrying out the special inspections and any services relating to the inspection work which may be requested of them.

21. The Council for Social Reform shall report to the Institute the appointment of individuals from among their number to carry out during the term the inspection of the industrial concern, workshops, and establishments comprised within the municipal limits.

22. The local Council is entrusted with the work of inspection where there are no Inspectors of Labour, and shall give a report every three months to the Institute of the visits they make.

They shall also communicate the result of such inspections to the district or provincial Inspector under the control of the Council.

23. When carrying out the functions of Inspectors, the local Council for Social Reform shall adjust the forms and documents appertaining to such duties in the respective services to those used by the Labour Inspectors.

24. The local Councils for Social Reform shall report to the central Inspectorate of Labour respecting the measures taken with reference to compensation in the working hours, as provided in §3 of the Act relating to women and children of 13th March, 1900, and any claims relating to the application and execution of the said Act.

* Text G.B. III., p. 167.

† Text E.B. III., p. 149.

25. The Inspecting Commissions of the Labour Councils, when working in accordance with the provisions of §§ 2, 3 and 20, shall ascertain—

(1) that no child of less than ten years is at work ;

(2) whether the children of both sexes, above ten and under fourteen years of age, work for the hours indicated in §§2 and 3 of the Act relating to women and children, and §6 of the Regulations for the carrying out of the said Act ; and whether the prohibition of night-work and its regulation, according to the circumstances of the case, as provided in §4 of the said Act, and §§6, 7, and 8 of the aforesaid Regulations, are conformed to ;

(3) whether children of less than sixteen years are employed in work prohibited by §§5 and 6 of the Act, and §§9 and 10 of the Regulations ;

(4) whether the prohibition of work on Sundays and holidays (§6 of the Act) is observed ; whether the provisions of §§8, 11, 12, 13, 14, and 15 of the Regulations relating to primary and religious instruction of children of less than fourteen years of age, with the right to demand to see the certificate of the children's attendance at school (§36 of the Regulations) are complied with ;

(5) whether the provisions of §9 of the Act relating to women after child-birth and the suckling of their infants, as also §§17, 18, and 19 of the Regulations relating to that matter, are observed ;

(6) whether the children, youths, and women who work possess the necessary certificate, to show that they have been vaccinated and are not suffering from any contagious disease (§10 of the Act) ;

(7) whether under-age workers comply with and fulfil the conditions set forth in §16 of the Regulations ;

(8) whether in the dwellings of the workmen, where they are dependent in any way upon the masters, there exists a complete separation between persons of different sexes not belonging to the same family (§11 of the Act) ;

(9) whether there are affixed in a conspicuous position in the workshops the rules contained in the Act of 13th March, 1900, the regulations for their application, and any other instructions that may have been issued, as also the special regulations of the industry and those relating to the internal management of the undertaking, copies of which, as indicated in §17 of the Act, should be available ;

(10) whether hygienic and sanitary conditions are convenient (§§35 and 36 of the Regulations) ;

(11) whether the provisions of the Royal Decree of 26th June, 1903, relating to the maximum hours of the working-day for persons coming under the Act of 13th March, 1900, are carried out, as provided in §§1, 2, and 3.

26. In the manner similar to that indicated in the provisions of the foregoing Sections in so far as they relate to the inspection of work, they shall carry out the provisions of the Act of 30th January, 1900, dealing with accidents which occur during work, in so far as they relate to the precautions to be taken against accidents, as also other Acts, Regulations, and Provisions which may be issued or may have been issued, being given for the purpose by the central Inspectorate.

27. In the exercise of their duties they shall observe the greatest courtesy towards masters, manufacturers, etc., reminding them where necessary of the duties required of them by the Acts and Regulations for the safety of the worker, basing their admonitions respectively upon the text of the said Acts.

28. The visits of the Commissions of Inspection to the working centres may take place at any hour of the day or night during working hours.

29. The Commissions of Inspection shall be empowered to inspect the premises, the materials, the registers of the staff in so far as ages and sexes, Regulations, certificates of age, the instruction, health, and physical aptitude of the children are concerned, as also any other documents indicated as obligatory in the Acts relating to Labour.

30. In all undertakings subject to inspection a visiting book shall be kept in which the recommendations contained in the present instructions shall be entered.

They may likewise interrogate the staff in matters relating to the carrying-out of the Acts relating to Labour.

31. The masters or those in charge shall be required to supply the Advising Inspectors with any data and information necessary for the fulfilment of their commission (working population, sex, ages, wages, etc.), and to submit for inspection the books and registers which are not regarded as secret, in accordance with the Commercial Code, and which they are obliged to take away and submit to the inspection of the authorities.

32. In the works and establishments of the war and marine services, they shall only have free access in the form indicated in §28, to the working quarters of the women and children.

33. On the occasion of the visits of the Commissions for the inspection of an industry or working centre, they shall call attention to any infringements of the Act which may come to their notice, employing in the first case methods of persuasion only, if, in their judgment, this may be sufficient for the purpose, instructing the master or principal of the industry in his duties and obligations, and thus ascertaining whether, in the event of a continuance of the infringements, there is any opposition or bad faith.

34. After exhausting the methods of persuasion, the consulting members of the Inspecting Commission shall enter in the visiting book mentioned in §30 a "caution" against the infringements observed, taking a copy of the same in triplicate, which they shall sign, together with the principal of the establishment or a qualified witness in case the principal should decline to sign, such refusal being noted in the document.

35. In the document and the visiting book the Inspecting Commission shall enter, in addition to the warning, the terms under which the measures shall be carried out or determined for remedying defects in sanitation, or for introducing changes in the staff which may be required for the purpose of carrying out the Acts.

36. The principal may appeal to the Labour Board within a term of fifteen days against the warning and terms imposed for carrying out its recommendations, as referred to in the previous Section, and the said Board shall decide with all possible promptitude, giving audience if it should be thought necessary, when treating of sanitation, to the Sanitary Board.

37. After taking cognisance of the failure to comply with the recommendations contained in the warning, the Commission of Inspection shall complain against the infringement and note the same in the visiting book, drawing up a report in triplicate in the manner indicated in §34.

38. Two copies of the entry shall be made in the cases referred to above, and in the case of obstruction one of these shall be handed by the Commission to the respective local Council, and the other shall be sent to the district or provincial Inspector under the control of the Council.

When the question is one of precautions to be taken against accidents during work, another copy of the aforesaid documents shall be taken, and this shall be sent direct to the Institute.

39. In the case indicated in §37, the reasons given by the principal or his representative for failure to comply with the requirements notified in the warning sanctioned or modified by the decision of the Institute in the case contemplated in §36, shall be concisely indicated, and without entering into any controversy whatever.

40. The local Councils who carry out inspections in localities where there are no Inspectors shall, within a term of three days, inform the Institute of the decisions taken concerning their position in regard to the infringements indicated. They shall likewise inform the district or provincial Inspector, subject to the control of the Council.

41. Obstruction of the work of the Inspectors shall be punishable by fine of not more than 500 pesetas, which the Governor shall impose, in different degrees of severity according to the nature of the offence, without prejudice to the corresponding penalty incurred in the event of the obstruction being made in a form constituting default or offence.

42. The following acts shall be regarded as obstructions to the work of the Inspecting Commission :

(1) Refusing admittance to the places of work subject to inspection ;
(2) Resistance, even passive, to a demand to produce the registers books, documents, and materials subject to examination ;

(3) Concealment of the working staff when they do not comply with the conditions of labour legally demanded ;

(4) False statements preventing their compliance with the requirements ;

(5) Any other act in general which may impede, disturb, or defer the work of inspection.

43. In the event of the Commissions of Inspection being refused admittance to any place of work, after the presentation of the documentary credentials of their office and appointment, and cautioning the principal of the undertaking, or the person who receives them in his absence, with regard to the responsibilities incurred, he shall draw up a report of what has occurred, and have official recourse to the Mayor or Governor, demanding the necessary assistance, which shall be granted without loss of time.

The local Council shall immediately report to the district or provincial Inspector and to the Institute.

44. Should these acts be found to constitute a default or offence with which the Courts of Justice shall be required to deal, the district or provincial Inspector shall send them a copy of the report confirmed by qualified witnesses, in order that the law may take its course.

45. The fines which may be imposed for infringement of the Act of 13th March, 1900, which establishes the conditions of work in the case of women and children, shall be paid in current money, and the proceeds shall go to the funds of the local Councils.

These bodies shall render accounts every year to the Labour Board, showing the investment of the said fund.

46. The disinclination or refusal of the consulting members of the Social Reform Councils to take part in the work of inspection, either expressly shown, or implied by the fact of their failure to attend on more than three consecutive occasions on which visits may be required of them, unless the impossibility

of doing so is duly shown, shall be considered a neglect of duty, and shall entail their dismissal from this office and their replacement by their official substitute. Should there be no consulting member to replace them, a new election shall be held for the post which they have vacated.

47. Acts of inspection carried out by Councils which have failed to comply with the foregoing provisions shall be considered illegal and invalid.

48. The Institute of Social Reform shall make proposals to the Ministers with respect to the awards to be made to the Presidents of the local Councils which distinguish themselves most in the fulfilment of the said duties, and shall indicate those cases in which, owing to omission, neglect, or delay in the fulfilment of them, it may be necessary to impose penalties through the administrative procedure.

49. Should a local Council, or a part thereof, render itself liable, owing to acts of such a character as to constitute an infringement of legal requirements in respect of the Inspection service, to the issuing of an order for legal proceedings to be taken by the authorities, the corresponding Inspector shall report the same to the Institute, and the empowered authority of the latter, after hearing the Council or a portion of the Council concerned in the matter, shall propose to the Minister of the Interior the suspension or dissolution, either partial or total, of the Council, the said Ministry finally deciding on the subject.

50. Should the dissolution of a Council, or a portion thereof, be ordered, a new election shall be held, and the decision shall be reported to the President of the Central Council of the "Censo" for the purposes of the Electoral Act, provided the partial suspension or dissolution shall affect the advising member appointed as President of the Municipal Council of the "Censo."

2. *Real orden dictando las instrucciones à que han de sujetarse, para el Servicio de Estadística del trabajo, las Juntas locales y provinciales de Reformas Sociales.* 2 de Julio de 1909. (Boletín del Instituto de Reformas Sociales, VI., 722.)

Royal Order dictating the instructions to which the Labour Statistics Service, the Local and Provincial Social Reform Councils shall conform. 2nd July, 1909.

1. Should a strike be declared within a municipal district or should any dispute or conflict of a collective character between masters and workers arise in such districts with reference to labour, the Mayor, President of the Local Council of Social Reform, shall report the same by post or telegraph at once to the President of the Institute of Social Reform and the Civil Governor of the Province.

2. In the communication in which the Mayor shall report to the Institute of Social Reform the declaration of a strike, or of a dispute, as referred to in the preceding Section, there shall be indicated: (1) the town; (2) the undertaking in which the same has arisen; (3) the particular occupation of the workers; (4) the causes of the strife; (5) whether the workers have stated to the said authority the reasons for the dissensions which have arisen or the preparation or declaration of the strike; (6) measures carried out by the President of the Council for settling differences, and any other circumstances which he may regard as necessary for a complete acquaintance with the facts

of the case; (7) whether or not a Conciliatory Council or Arbitration Tribunal has been constituted in the form specified by the Act dealing with the matter (19th May, 1908).*

Should one or more masters have decided upon a "lock-out" of the workers, the Mayors, Presidents of the local Councils of Social Reform, shall communicate with the Labour Board, stating the circumstances referred to in 1, 2, 4, and 6 of the foregoing Section; the number of workers who would be without work owing to the decision of the masters; and also whether the said decision had been reported to the local authority.

3. On receipt of the communication of the President of the Council, the Institute of Social Reform shall send him, without loss of time, the list of questions relating to statistics and the instructions they may consider necessary for carrying out the said requirements.

4. On the settlement of the strike and the re-establishment of normal conditions in the industry or on the termination of the lock-out by the admission of the workers who had been locked out or by their substitution by others, the Mayor-President shall summon the local Council, in order that the latter may draw up the replies to each of the questions on the question-paper, taking care that such replies are given with clearness, accuracy, and with every possible detail. Any doubts which may arise with respect to the said replies shall be referred to the Institute of Social Reform, which shall give its decision with all promptitude.

5. After the question-sheet shall have been replied to in the form indicated, the Mayor shall order the same to be placed before the master or representative who takes his place, where the undertaking is of a private character, or before the director or manager of the undertaking, should it concern a society or company, or before the respective Chief Official in the case of an undertaking of the State, and likewise before the Managing Committee of the Workmen's Society to which the strikers or the locked-out workers may belong; and should the same not be associated, to be placed before the strike committee or the persons who may be appointed for the purpose, so that both parties may signify, under their respective signatures, their agreement or disagreement with the questions submitted.

For this purpose the secretary of the local Council of Social Reform shall require from the said representatives, and shall leave the sheet of questions with each of them for a period of two days.

In the event of disagreement, they shall likewise state, under their own respective signatures, the reasons for the same.

6. On the settlement of the strike by the Conciliation Council or by award of the Arbitration Court, the President of the local Council of Social Reform shall cause the reply to the interrogatory in the form provided in the preceding Section to be accompanied by a certified copy of the document referred to in Section 10 of the said Act, and, if required, the decision of the arbitration or arbitrators, or of the documents referred to in §§16 and 17 of the same Act.

7. The Civil Governors, Presidents of the Provincial Councils of Social Reform, irrespective of giving information to the Institute with respect to strikes and strife between masters and workmen which may arise in the district under their control, shall carry out the necessary inspection, with a view to the Mayor-President of the local Council, and supply statistics of strikes in conformity with the Regulations in the manner specified, consulting (for this purpose) the Institute in the event of any dispute arising.

* Text E.B. IV., p. 148.

8. In case it should be necessitated by the nature, extent, or defects of a strike, or of any other conflict, the Institute may instruct one of their officials to obtain, in the locality where the same occurs, the necessary information for the purpose of carrying out the statistical service in the proper manner, and in this case the local Councils shall afford any assistance necessary for the greater success of the undertaking.

9. The Presidents of local Councils shall receive, fill up, and return to the respective authorised delegate the sheet of questions relating to the prices of articles of primary necessity to the worker, within the first fifteen days of the months of January, April, July, and October.

10. The Councils of Social Reform, provincial as well as local, shall carry out the other statistical services which may be requested of them by the Institute direct, or through the intermediary of the district delegates, in accordance with the instructions which may be given them in each case.

11. The regional delegates of the statistical service of the Institute of Social Reform may take part in the sittings of the local or provincial Councils, and in all cases in which affairs relating to the duties which they have to perform form the subject of discussion, have a voice, but not a vote, in the proceedings.

12. The Labour Board shall propose to the Minister of the Interior what award shall be made to the Presidents of the local Councils which distinguish themselves most in carrying out the above-mentioned services, also what penalties shall be imposed in cases of omissions, neglect, or delay in the fulfilment of duties relating to the statistical work.

3. *Real decreto encomendando al Instituto Nacional de Previsión, en virtud de lo dispuesto en el art. 14, párrafo 18 de sus Estatutos el estudio de un proyecto de Ley en el que se establezca la organización de los servicios que se citan. 5 de Marzo de 1910.* (Boletín del Instituto de Reformas Sociales, VI., 993.)

Royal Decree instructing the "Instituto Nacional de Prevision," in pursuance of the provision contained in §14 (18) of their Statutes, to draw up a measure for the organisation of the services referred to. (Dated 5th March, 1910.)

4. *Real orden, dirigida á los Gobernadores civiles, referente á los certificados que se exigen por la Ley que regula el trabajo de las mujeres y de los niños, y el Reglamento para su aplicación. 6 de Julio, 1910.* (Boletín del Instituto de Reformas Sociales, VII., 142.)

Royal Order, addressed to the Civil Governors, relating to the certificates required by the law for regulating the work of women and children, and the Rules for its application. (Dated 6th July, 1910.)

5. *Real decreto prohibiendo temporalmente la emigración al Brasil con billete gratuito. 26 de Agosto de 1910.* (Boletín del Instituto de Reformas Sociales, VII., 404.)

Royal Order temporarily prohibiting emigration to Brazil by free ticket. (Dated 26th August, 1910.)

6. *Real decreto disponiendo que todo lo referente á la emigración, regulada por la Ley de 21 de Diciembre de 1907, dependa en lo sucesivo del Ministerio de Fomento. 21 de Enero de 1911.* (Boletín del Instituto de Reformas Sociales, VII., 901.)

Royal Decree commanding that all matters relating to emigration, regulated by the Law of 21st December, 1907,* shall in future be under the control of the Minister of Public Works. (Dated 21st January, 1911.)

7. *Real decreto reformando los articulos 15, 38, and 68 del Reglamento del Instituto de Reformas Sociales. 3 de Febrero de 1911. (Boletín del Instituto de Reformas Sociales, VII., 903.)*

Royal Decree amending §§15, 38 and 68 of the Regulations† of the "Instituto de Reformas Sociales." (Dated 3rd February, 1911.)

8. *Real decreto aprobando, con el carácter provisional, la Ordenanza para el régimen militar, facultativo y económico de los Arsenales del Estado. 25 de Febrero de 1911. (Boletín del Instituto de Reformas Sociales, VII., 1163.)*

Royal Decree approving, as a provisional measure, the Regulations for the Military, Technical and Economic control of the State arsenals. (Dated 25th February, 1911.)

9. *Real orden-circular á los Gobernadores civiles para que coadyuven al fiel cumplimiento de la Ley del Descanso dominical. 21 de Marzo de 1911. (Boletín del Instituto de Reformas Sociales, VII., 1184.)*

Royal Circular Order to the Civil Governors requiring their co-operation in the faithful application of the law relating to Sunday rest. (Dated 21st March, 1911.)

10. *Real orden referente á la relación entre la Ley Municipal y la legislación sobre descanso en domingo en cuanto se refiere á ferias y mercados. 30 de Marzo de 1911. (Boletín del Instituto de Reformas Sociales, VII., 1186.)*

Royal Order respecting the relations between the Municipal Law and Legislative Enactments concerning Sunday rest, in so far as they relate to fairs and markets. (Dated 30th March, 1911.)

11. *Real orden modificando el art. 2º del Real decreto de 25 de Enero de 1908 en el sentido de que en las fábricas de tapones de corcho que reúnan determinadas condiciones se autorice el trabajo de los niños de ambos sexos menores de diez y seis años y de las mujeres menores de edad 3. de Mayo de 1911. (Boletín del Instituto de Reformas Sociales, VII., 1259.)*

Royal Order amending §2 of the Royal Decree of 25th January, 1908,‡ to the effect that in factories engaged in the manufacture of corks under specified conditions, the work of children, of both sexes, under sixteen years of age and of women under age, shall be permitted. (Dated 3rd May, 1911.)

1. In factories engaged in the manufacture of corks where, in the opinion of the Industrial Inspectors and of the Institute for Social Reforms, methods are employed which entirely prevent the workers from breathing the dust produced by the operations constituting the manufacture, the labour of children of both sexes below the age of sixteen years, and of women under adult age shall be permitted.

2. Factories in which the sanitary conditions above indicated do not prevail shall continue to be subject to the provisions of the said Royal Decree of 25th January, 1908.

12. *Real orden declarando exentos del impuesto del Timbre los certificados de edad que expidan los Registros Civiles con el exclusivo objeto de la admisión al trabajo de niños, mujeres y jóvenes. 15 de Mayo de 1911. (Boletín del Instituto de Reformas Sociales, VII., 1362.)*

* Text E.B. III., p. 52.

† Dated 15th August, 1903. Extract, G.B. II., p. 345, No. 1.

‡ Text E.B. IV., p. 138.

Royal Order declaring exemption from Stamp Tax in case of certificates of age issued by the Civil Registers for the exclusive purpose of the admission to work of children, women, and young people. (Dated 15th May, 1911.)

VIII. UNITED STATES

SUMMARY OF LABOUR LEGISLATION IN 1910*

I. Labour Legislation of General Application

1. HYGIENE.

(a) GENERAL PROVISIONS ON CLEANLINESS, SANITATION, ETC., IN WORK-PLACES (INDUSTRIAL HYGIENE).—*New York*: Linewashing or painting of walls, cleaning of floors, sanitary cuspidors; ch. 114, 20th April, 1910 (1089). Drinking water; ch. 229, 6th May, 1910 (1090)—*Virginia*: Water closets and cleanliness in factories in which five or more persons are employed, and in factories, workshops, mercantile or other establishments in which two or more children under eighteen years of age or women are employed; ch. 14, 9th February, 1910 (1153).

(b) LAVATORIES AND DRESSING ROOMS; SANITARY ACCOMMODATION.—*New York*: Wash-rooms; ch. 229, 6th May, 1910 (1090).

(c) EXHAUST VANS, ETC.; VENTILATION.—*New York*: Exhausting at dry grinding; ch. 106, 19th April, 1910 (1088).

2. PREVENTION OF ACCIDENTS.

(a) LIFTS, HOISTS, SHAFTING, DOORS, GUARDS, ETC.—*New York*: Guards for dangerous machinery; ch. 106, 19th April, 1910 (1088); provisions respecting obstruction of doors, windows and other openings; ch. 461, 1910 (1097)—*Rhode Island*: Elevators; ch. 549, 20th April, 1910 (1149).

(b) STEAM BOILERS AND MACHINES.

(c) FIRE ESCAPES, EMERGENCY EXITS, ETC.

(d) LIGHTING.—*New York*: Lighting of the workrooms, halls and stairs; ch. 106, 19th April, 1910 (1088).

3. CONTRACTS OF WORK.

Massachusetts: If an employer, during the continuance of a strike among his employees, or during the continuance of a lockout or other labour trouble among his employees, solicits persons to work for him to fill the places of strikers, he shall plainly and explicitly mention that a strike, lockout or other labour disturbance exists; ch. 445, 25th April, 1910 (1074).

* The figures in brackets refer to pages in the *Bulletin of the Bureau of Labour*, Washington, No. 91, November, 1910.

4. HOME WORK.

5. EMPLOYMENT OFFICES.

(a) PUBLIC EMPLOYMENT OFFICES.—*Oklahoma* : Opening of a branch agency at Enid ; ch. 12, 1910 (1051).

(b) PRIVATE EMPLOYMENT OFFICES.—*New York* : Licensing ; ch. 700, 25th June, 1910 (1102)—*Virginia* : Fees to be returned if within the time stated, or within a reasonable time, acceptable situations or employment are not procured ; inspection of records ; ch. 155, 14th March, 1911 (1154).

6. HOURS OF LABOUR.

(a) GENERAL REGULATION.

(b) HOLIDAYS.—*Maryland* : The first Monday in September is a legal holiday (Labour Day) ; ch. 27, 1910 (1040)—*Mississippi* : The 19th of January (the date of the anniversary of the birth of General Robert E. Lee) is a legal holiday ; ch. 171, 1910 (1040)—*Kentucky* : The 12th of October (Columbus Day) is a legal holiday ; ch. 9, 1910 (1040)—*Massachusetts* : Ch. 473, 1910 (1040)—*New Jersey* : Ch. 68, 1910 (1040)—*Ohio* : p. 34, 1910 (1040)—*Rhode Island* : Ch. 528, 1910 (1040).

7. WAGES.

(a) PAYMENT OF WAGES.—*Massachusetts* : Weekly pay day ; and any employee discharged from employment shall be paid in full on the day of his discharge ; ch. 350, 6th April, 1910 (1073).

(b) ASSIGNMENT OF WAGES.—*Louisiana* : It shall be illegal for any person to solicit a claim against a resident of this State with a view or with the intention of suing on it in another State ; Act. No. 28, 24th June, 1910 (1062)—*Massachusetts* : Assignments of wages must be accepted in writing and, when made by a married man, must have the written consent of his wife ; ch. 563, 26th May, 1910 (1077)—*New Jersey* : The same provision ; ch. 269, 12th April, 1910 (1086).

(c) PROTECTION OF WAGES.—*Louisiana* : License for wage-brokers ; Act No. 42, 29th June, 1910 (1062)—*New Jersey* : License for wage-brokers : the rates of interest shall not exceed the sum of 12 per cent. per annum ; ch. 269, 12th April, 1910 (1085)—*Philippine Islands* : Wages as preferred claims in case of insolvency of the employer ; Act No. 1956, 20th May, 1909 (1146).

(d) DEPOSITS.

8. RIGHT OF COMBINATION.

(a) PROTECTION OF LABOUR ORGANISATIONS.

(b) PROTECTION OF BADGES, ETC.—*Maryland* : The public printer shall cause to be affixed to all public printing provided for in this title the union label recognised by the organisation known as the International Typographical Union ; ch. 250, p. 234, 11th April, 1910 (1065)—*South Carolina* : Protection of labels and trade marks ; Act No. 424, 1910 (1152).

(c) PROHIBITION OF BOYCOTTING, BLACKLISTING, ETC..

9. EMIGRATION AND IMMIGRATION.

New York : Bureau of industries and immigration created ; lists of all alien children of school age ; instruction of aliens ; inspection of labour camps and employment and contract-labour agencies dealing principally with aliens ; ch. 514, 18th June, 1910 (1097).

10. PUBLIC WORKS & CONTRACTS.

(a) **WAGES.**—*Maryland* : The minimum rate of wages to be paid to labourers, workmen and mechanics employed directly by the mayor and city council at 2\$ per day ; ch. 94, 1910 (1071)—*New York* : Wages payable twice each month ; ch. 317, 17th May, 1910 (1090).

(b) **HOURS OF LABOUR.**—*Kentucky* : Eight-hour day (neither approved nor disapproved by the Governor) ; ch. 123 (1061)—*New York* : The Department of Education is one of the offices authorised to give two weeks, instead of one, as the maximum vacation to their employees ; ch. 679, 1910 (1102). Two weeks' leave of absence, after having been in employment for at least one year ; ch. 680, 25th June, 1910 (1102)—*United States* : Eight-hour day for the construction of vessels for the United States Navy ; ch. 378, 24th June, 1910 (1159).

(c) **EMPLOYEES.**—*New Jersey* : No employee of a municipal board of Street and Water Commissioners, who shall have been in such employment continuously for a space of five years, shall be removed, discharged or reduced in pay or position, except for inefficiency, incapacity, conduct unbecoming a public employee, or other just cause, and until he shall have been furnished with a written statement of the reasons for such removal, discharge or reduction, and shall have been given a reasonable time to make written answer thereto ; ch. 25, 16th March, 1910 (1084).

(d) **EMPLOYERS' LIABILITY ; NOTIFICATION OF ACCIDENTS.**—*Massachusetts* : Establishment of a retirement system for employees of cities and towns ; ch. 619, 14th June, 1910 (1078)—*New Jersey* : Pensions for employees of penal and reformatory institutions ; ch. 149, 8th April, 1910 (1085).

11. NATIVE LABOUR.

12. WORK IN PRISONS AND INSTITUTIONS.

Kentucky : All convicts shall be taught the common branches of an English education and trained in some trade, industry or handicraft ; they are also to receive a portion of their earnings during imprisonment ; ch. 15, 1910 (1051). Parole system, and employment agent whose duty it shall be to find places for keeping employed all convicts under parole in the State ; ch. 16, 1910 (1051)—*Oklahoma* : All goods or articles made by convicts in any prison or penitentiary of any State or the United States shall bear a mark plainly indicating the fact before being offered for sale in the State of Oklahoma ; ch. 6, 1910 (1051).

13. PROTECTION OF PERSONAL RIGHTS : EXERCISE OF FRANCHISE.

Illinois : Time to vote, p. 46, 9th March, 1910 (1054).

II. Protection of Women and Children

(A) EMPLOYMENT OF WOMEN.

1. PROHIBITION OF EMPLOYMENT.

2. HOURS OF LABOUR.

(a) **UNDER TWENTY-ONE YEARS.**—*New York* : Female employees between sixteen and twenty-one years of age in or in connection with any mercantile establishment ; sixty hours in any one week, ten hours in any one day ; not before 7 o'clock in the morning or after 10 o'clock in the evening ; this Section

does not apply between the 18th day of December and the following 24th day of December, both inclusive ; not less than forty-five minutes shall be allowed for the noonday meal, and for the employees employed after 7 o'clock in the evening, at least twenty minutes between 5 and 7 o'clock in the evening ; ch. 387, 6th June, 1910 (1096).

8. HYGIENE : PREVENTION OF ACCIDENTS.

Virginia : Water-closets and toilets in factories, workshops, mercantile or other establishments or offices in which women are employed ; ch. 14, 9th February, 1910 (1153). Seats for female employees ; ch. 189, 15th March, 1910 (1154).

(B) EMPLOYMENT OF CHILDREN AND YOUNG PERSONS.

1. PROHIBITION OF EMPLOYMENT.

(a) UNDER FOURTEEN YEARS.—*Maryland* : No company shall employ any minor person to call for or deliver any message ; ch. 587, 8th April, 1910 (1063)—*Massachusetts* : Regulations and licenses for street trades and boot blacking ; ch. 419, 21st April, 1911 (1074). Boys in mines ; p. 52, 11th April, 1910 (1110). School attendance between the ages of eight and fourteen years ; p. 310, 19th May, 1910 (1138)—*Rhode Island* : In factories, manufacturing or business establishments ; ch. 533, 1st April, 1910 (1147).

(b) UNDER FIFTEEN YEARS.—*Ohio* : Boys under fifteen years of age during a term of the public school ; p. 52, 11th April, 1910 (1110).

(c) UNDER SIXTEEN YEARS.—*Kentucky* : School attendance of children between the ages of fourteen and sixteen years (inclusive) with an employment certificate ; ch. 80, 21st March, 1910 (1060). Striking out the following words (ch. 66, 18th March, 1908) : " In any factory, workshop, mine or mercantile establishment," and substituting the words : " In or in connection with any factory, workshop, mine, mercantile establishment, store, business office, telegraph office, restaurant, hotel, apartment house, or in the distribution or transmission of merchandise or messages " ; ch. 85, 23rd March, 1910 (1060)—*New York* : Additional employments forbidden : drill presses, metal or paper cutting machines, and corner-staying machines in paper box factories ; ch. 107, 1910 (1088). The issue of the certificate of school attendance ; ch. 140, 22nd April, 1910 (1089). Lists and education of alien children of school age ; ch. 514, 18th June, 1910 (1098)—*Ohio* : Issue of age and school certificates ; p. 310, 19th May, 1910 (1138)—*Rhode Island* : Age and employment certificates ; ch. 533, 1st April, 1910 (1147).

(d) UNDER EIGHTEEN YEARS.—*Massachusetts* : The State Board of Health may from time to time, after such investigation as it considers necessary, determine whether or not any particular trade, process of manufacture, or occupation is sufficiently injurious to the health of minors under eighteen years of age employed therein to justify their exclusion therefrom ; ch. 404, 16th April, 1910 (1073)—*New York* : No chauffeur's license shall be assigned to any person under eighteen years of age ; ch. 374, 31st May, 1910 (1095).

(e) AGE LIMIT NOT STATED.—*Maryland* : No company shall require or permit any minor person in its employ to call for or deliver any message at or in any house of ill repute or questionable character ; ch. 587, 8th April, 1910 (1063)—*Massachusetts* : The requirement of a health certificate from a school physician is a condition to the issuing of an age and schooling certificate ; ch. 257, 19th March, 1910 (1072).

2. HOURS OF LABOUR.

(a) UNDER FIFTEEN YEARS.—*New Jersey* : Prohibition of employment between 6 o'clock in the evening and 6 o'clock in the morning between the 4th day of July, 1910, and the 4th day of July, 1911 ; ch. 277, 12th April, 1910 (1087).

(b) UNDER SIXTEEN YEARS.—*Maryland* : No company shall require or permit persons under sixteen to call for or deliver any message between the hours 8 o'clock p.m. and 8 o'clock a.m. ; ch. 587, 8th April, 1910 (1063)—*New Jersey* : Not more than 10 hours a day, 55 in a week ; employment prohibited between 6 o'clock in the evening and 6 o'clock in the morning after the 4th day of July, 1911 ; ch. 277, 12th April, 1910 (1087)—*New York* : 54 hours in a week, 9 a day, not before 8 o'clock in the morning and after 7 o'clock in the evening ; ch. 387, 6th June, 1910 (1096)—*Rhode Island* : Employment prohibited in any factory or manufacturing or business establishment between 8 o'clock in the evening and 6 o'clock in the morning of the following day ; ch. 533, 1st April, 1910 (1147).

(c) UNDER EIGHTEEN YEARS.—*Ohio* : No company shall require or permit persons under eighteen to call for or deliver any message before 6 o'clock in the morning and after 9 o'clock in the evening ; p. 240, 17th May, 1910 (1138).

(d) UNDER TWENTY-ONE YEARS.—*New York* : In cities of the first or second class no person under the age of twenty-one shall be employed or permitted to work as messenger before 5 o'clock in the morning or after 10 o'clock in the evening ; ch. 342, 21st May, 1910 (1091). Female employees between sixteen and twenty-one years of age in or in connection with any mercantile establishment, sixty hours in a week, 10 a day ; employment prohibited before 7 o'clock in the morning or after 10 o'clock in the evening ; this Section does not apply between the 18th day of December and the following 24th day of December, both inclusive ; 45 minutes for the noonday meal and, for persons employed after 7 o'clock in the evening, 20 minutes to obtain lunch or supper between 5 and 7 o'clock in the evening ; ch. 387, 6th June, 1910 (1096).

(e) AGE LIMIT NOT STATED.—*Maryland* : Amendment of the penalties for infraction of the Orders with regard to the hours of labour of children ; ch. 607, 11th April, 1910 (1063).

3. APPRENTICESHIP.

4. HYGIENE : PREVENTION OF ACCIDENTS.

Virginia : Water-closets and sanitary provisions in factories, workshops, mercantile or other establishments in which children are employed ; ch. 14, 9th February, 1910 (1153).

III. Labour Legislation for Particular Trades

1. AGRICULTURE.

2. MINING.

(a) PROHIBITION OF EMPLOYMENT.—*Ohio* : For boys under fourteen years of age ; for boys under fifteen years of age during a term of the public schools ; p. 52, 11th April, 1910 (1110).

(b) **EMPLOYEES.**—*Kentucky*: Examination and licensing of foremen in coal mines where fifteen or more persons are employed (formerly ten); ch. 48, 21st March, 1910 (1059)—*Ohio*: Duties of chief inspector, mine foremen, overseers, stablemen, fire-bosses, miners, machine men; qualification of miners; weighmasters, checkweighers; p. 52, 11th April, 1910 (1110).

(c) **HOURS OF LABOUR.**

(d) **PAYMENT AND PROTECTION OF WAGES.**—*Maryland*: Semi-monthly pay-day in Garrett County; ch. 211 (1072)—*Ohio*: Lien; p. 52, 11th April, 1910 (1110)—*Oklahoma*: Coal to be weighed before screening; ch. 7, 1910 (1145)—*United States*: Lien for all miners in the district of Alaska; ch. 422, 1910 (1039).

(e) **PREVENTION OF ACCIDENTS; HYGIENE.**—*Illinois*: Three rescue-stations in the coalfields; p. 2, 4th March, 1910 (1053); protection and precautions against fire; p. 84, 8th March, 1910 (1055)—*Kentucky*: The Chief State Inspector of Mines is authorised to purchase six sets of life-saving apparatus for mines; ch. 43, 21st March, 1910 (1059)—*Maryland*: Ventilation; ch. 361, 13th April, 1910 (1065)—*Ohio*: Ventilation; air-space; automatic doors; gases to be driven out; fire-bosses; air-shafts; lowering and hoisting workmen; speaking-tubes; escape shafts; travelling ways; switches; escape from inundation; timbers; bandages, etc.; plans; abandoned mines; notice to the inspector; notice of accidents; annual reports; test weights; safety lamps; signals; lights; employment of children; dust; oil; boilers; underground stables; use of gasoline, etc.; electric wiring; new mines; entering mines and dwellings; open lights; explosives; oil and gas wells near mines; illuminating oil; p. 52, 11th April, 1910 (1110).

(f) **INSPECTION.**—*Louisiana*: Nomination of an Inspector of Mines; Act No. 254, 7th July, 1910 (1062)—*Ohio*: Rule for the nomination of the Chief State Inspector of Mines and the assistant inspectors; duties and competences; inspection by miners; p. 52, 11th April, 1910 (1110).

(g) **NOTIFICATION OF ACCIDENTS; EMPLOYERS' LIABILITY.**—*Maryland*: A miners' co-operative insurance fund created for Allegany and Garrett Counties; ch. 153, 7th April, 1910 (1066).

3. METAL TRADES.

(a) **PLUMBERS.**—*Maryland*: Examination and licensing of plumbers in the whole State (hitherto only in Baltimore); ch. 436, 11th April, 1910 (1063)—*Massachusetts*: Renewal of prior registrations; ch. 597, 9th June, 1910 (1077).

4. MANUFACTURE OF MACHINERY, ETC.: ELECTRICAL WORKS.

Maryland: Examination and licensing of operators of moving-picture machines; ch. 693, 13th April, 1910 (1070). Examination and licensing of stationary engineers (hitherto only in Baltimore); ch. 662, 1910 (1071)—*New York*: Examination and licensing of chauffeurs; no licence to any person under eighteen years of age; ch. 374, 31st May, 1910 (1095). Examination and licensing of operators of moving picture machines and apparatus; ch. 654, 24th June, 1910 (1099)—*Ohio*: Examination and licensing of operators of steam boilers; p. 324, 20th May, 1910 (1140). Examination and licensing of steam engineers; p. 361, 24th May, 1910 (1143).

5. CHEMICAL INDUSTRY.

6. TEXTILE TRADES.

Massachusetts: In every weaving and spinning department in a textile factory wherein water is introduced for humidifying purposes, there must be

thermometers for the purpose of recording and regulating the humidity of the atmosphere and the temperature ; ch. 543, 23rd May, 1910 (1075).

7. WOOD WORKS.

8. FOOD AND TOBACCO INDUSTRIES.

(a) BAKERIES, CONFECTIONERIES, ETC.—*Rhode Island* : Inspection of bakeries, confectioneries, ice-cream manufactories and examination of all provisions ; sanitary requirements ; wash-rooms ; water-closets ; sleeping rooms ; stables ; use of tobacco ; infectious and contagious diseases ; ch. 576, 29th April, 1910 (1149).

(b) CANE MILLS.—*Porto Rico* : Provisions in case of accident ; Act No. 33, 10th March, 1910 (1147).

9. CLOTHING AND CLEANING TRADES.

(a) CLOTHING.—*Maryland* : The floors of shirt factories must be sprinkled ; ch. 724, 8th April, 1910 (1063).

(b) BARBERS.—*Kentucky* : The Act to regulate the practice of barbering which was approved 21st March, 1902, is repealed ; ch. 24, 16th March, 1910 (1059).

(c) LAUNDRIES.—*Virginia* : Regulation and inspection ; ch. 6, 9th February, 1910 (1152).

10. BUILDING TRADES.

New Jersey : Protection of wages of employees of contractors ; ch. 283, 1910 (1087)—*New York* : Records and reports of all accidents on buildings ; ch. 155, 23rd April, 1910 (1089).

11. TRADE AND COMMERCE.

12. TRANSPORT INDUSTRY.

(A) RAILWAYS.

(a) PROHIBITION OF EMPLOYMENT.

(b) EMPLOYEES.

(c) HOURS OF LABOUR.—*Virginia* : Regulation of Sunday labour ; ch. 42, 25th February, 1910 (1154).

(d) PAYMENT AND PROTECTION OF WAGES.

(e) PREVENTION OF ACCIDENTS ; SAFETY APPARATUS AND BRAKES ; HYGIENE.—*Ohio* : Construction and equipment of cars ; p. 133, 25th April, 1910 (1133). Blocking frogs ; p. 325, 20th May, 1910 (1141). Locomotive headlights ; p. 330, 20th May, 1910 (1143)—*Virginia* : Construction and equipment of cars ; ch. 278, 16th March, 1910 (1155)—*United States* : Equipment of the cars ; ch. 160, 14th April, 1910 (1156).

(f) INSPECTION.—*Ohio* : Inspection of boilers ; p. 328, 20th May, 1910 (1141).

(g) NOTICE OF ACCIDENTS ; EMPLOYERS' LIABILITY.—*United States* : No action shall be maintained under this Act unless commenced within two years from the day the cause of action accrued ; ch. 143, 5th April, 1910 (1155). Monthly reports of all accidents ; ch. 208, 6th May, 1910 (1157).

(B) STREET RAILWAYS.

PREVENTION OF ACCIDENTS ; HYGIENE.—*Ohio* : Power brakes ; p. 209, 13th May, 1910 (1137)—*South Carolina* : Inclosed platforms ; Act No. 413, 26th February, 1910 (1152).

(C) SHIPPING.

United States : Eight-hour day for the construction of vessels for the United States Navy ; ch. 378, 24th June, 1910 (1159).

IV. Administration

1. LABOUR BUREAUX.

New York : The Department of Labour shall be divided into five bureaux, as follows : Factory Inspection ; Labour Statistics ; Mediation and Arbitration ; Industries and Immigration (new) ; and Mercantile Inspection ; ch. 514, 18th June, 1910 (1097)—*United States* : Bureau of Mines established in the Department of the Interior ; ch. 240, 16th May, 1910 (1158).

2. COMMITTEES, ETC., ON SOCIAL QUESTIONS.

Illinois : The Commission on Occupational Diseases, appointed by joint resolution of the 45th General Assembly, is authorised to employ a secretary, clerks, experts and other necessary employees ; p. 82, 18th February, 1910 (1054). Commission of twelve members to investigate the problems of industrial accidents, the law of liability in the State as in other States or countries, and to inquire into the most equitable and effectual method of providing for compensation ; p. 1, 4th March, 1910 (1052)—*Massachusetts* : Commission of five members on the cost of living ; ch. 134, 28th February, 1910 (1072). Commission of five members on the inspection of factories and workshops ; ch. 56, 7th April, 1910 (1083). Commission of five members for the purpose of investigating the effect of workmen's compensation laws ; ch. 120, 7th June, 1910 (1083). Commission of three members to study the condition and management of employment agencies and intelligence offices, and the efficiency of the laws relating thereto ; ch. 146, 15th June, 1910 (1084). Investigation of the Bureau of Statistics as to the cost of retirement systems for employees of the State ; ch. 160, 15th June, 1910 (1084)—*New Jersey* : Commission of five members to investigate the draft of a Bill providing a plan for industrial old age pensions ; Joint-Resolution No. 1, 23rd March, 1910 (1087). Commission of six members to investigate questions of employers' liability and the legal relations now existing between the employer and the employee ; Joint-Resolution No. 2, 9th April, 1910 (1087)—*Ohio* : Commission of five members on employers' liability and workmen's compensation ; p. 231, 17th May, 1910 (1137). Commission of four members on cost of living ; p. 440, 19th January, 1910 (1144)—*United States* : Commission of six members on employers' liability and workmen's compensation ; Joint-Resolution No. 41, 25th June, 1910 (1159). The Department of Commerce and Labour, through the Bureau of Labour, directed to investigate the conditions of employment in the iron and steel industry ; Senate Resolution No. 237, 23rd June, 1910 (1159).

3. INSPECTION OF LABOUR.

Massachusetts : In §§80 and 82 of chapter 514, Acts of 1909, striking out the words, "The Inspection Department of the District Police," and substituting the words, "A State Inspector of Health."

4. ARBITRATION AND CONCILIATION.

V. Employers' Liability and Insurance

Massachusetts : Co-operative retirement and pension funds authorised ; ch. 509, 26th May, 1910 (1076). Notice of the time, place and cause of the injury is given to the employer within sixty days and the action for the recovery of damages within one year ; ch. 611, 10th June, 1910 (1077)—*Mississippi* : The fact that the persons injured may have been guilty of contributory negligence not a bar to recovery, but damages to be diminished by the jury in proportion to the amount of negligence attributable to the person injured ; ch. 135, 16th April, 1910 (1084)—*New York* : Claims for damages for injuries caused by defective machinery or by reason of negligence of superintendent ; notice of the time, place and cause of the injury within 120 days, and the action for the recovery of damages within one year ; risks assumed ; contributory negligence ; compensation plan ; payment of compensation ; amount payable in case of death, 1,200 times the daily earnings, but not more in any event than \$3,000 if the employee leaves a widow or next-of-kin at the time of his death wholly dependent on his earnings ; if such widow or next-of-kin or any of them are in part only dependent upon his earnings, such sum not exceeding that provided as may be determined to be reasonable and proportionate to the injury to such dependants ; the expenses of medical attendance and burial not exceeding \$100 ; in case of incapacity, from the end of the second week not exceeding 50 per cent. of his average weekly earnings ; in the case of partial incapacity the weekly payment not to exceed the difference between the amount of the average weekly earnings of the workman before and after the accident, but to amount to one-half such difference ; medical examinations within three weeks after the injury, and thereafter at intervals not oftener than once in six weeks ; right to claims in case of no payment ; the weekly payments are preferential claims, and are not assignable or subject to attachment, levy or execution ; reports of all amounts paid ; ch. 352, 24th May, 1910 (1091). Workmen's compensation in dangerous employments ; the employer is not liable in respect of any injury which does not disable the workman for a period of at least two weeks or is caused by the serious and wilful misconduct of the workman ; action for the recovery of damages within six months ; the principal employer is liable ; ch. 674, 25th June, 1910 (1100)—*Ohio* : Rights of employees against their employers insured against accident or death of their employees ; p. 191, 12th May, 1910 (1134) ; "superior" and "fellow-servant" defined ; knowledge of defects ; guilt of fellow-servants ; assumption of risks ; slight contributory negligence not a bar to recovery, but damages to be diminished in proportion to the amount of negligence attributable to the person injured ; miners unlawfully employed ; contracts which exempt the employer from liability are void ; injuries causing death ; p. 195, 12th May, 1910 (1139).





Vol. VI., No. 4.

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UNIV. OF

Bulletin

OF THE

INTERNATIONAL LABOUR OFFICE

Quarterly - 8s. per annum.

London :

THE PIONEER PRESS, LTD (Trade Union and 48 hours),
3, NEW ROAD, WOOLWICH.

Entered at the Post Office New York, N.Y., U.S.A., as second-class matter.

Printed July, 1912.

BULLETIN

OF THE

International Labour Office

Notes on the Laws and Orders contained in Vol. VI.

SUMMARY.

Labour Legislation.

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- 1-0 International Convention *re* Night-Work.
- 1-1 International Convention *re* Phosphorus.
- 1-2 Transvaal-Mozambique Treaty.
- 1-3 U.S.A. and Japan Treaty.
- 1-4 Franco-Danish Treaty.

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1. International Labour Legislation

1.0. International Convention respecting the prohibition of night-work¹ for women in industrial employment. (Text E.B. I., p. 272.)

With reference to the actual situation as regards the presentation of the ratifications of and adhesions to the International Convention signed at Berne on the 26th September, 1906, relating to the prohibition of the night-work of women in industrial occupations, at the end of the year 1910, information is given in a German Notification of 31st December, 1910 (Text E.B. VI., p. 11, No. 4).

The Convention has been declared in force in France by the Decree of 13th September, 1910 (Text, E.B., VI., p. 168, No. 23), and in Austria by means of a Notification dated 1st February, 1911 (Text E.B. VI., p. 118, No. 1).

The Act, dated 17th September, 1908, by which Portugal decided to ratify the Convention, is printed in E.B. VI., p. 188.

[See also :—2.00, Japan ; 2.01, Austria, Belgium, Portugal, Spain,² Sweden.]

1.1. International Convention respecting the prohibition of the use of white (yellow) phosphorus in the manufacture of matches. (Text E.B. I., p. 275.)

With reference to the actual situation as regards the presentation of ratifications of and adhesions to the International Convention relating to the prohibition of the use of white (yellow) phosphorus in the manufacture of matches, signed at Berne on the 26th September, 1906, at the end of the year 1910, information is given in a German official Notification dated the 31st December, 1910 (Text E.B. VI., p. 12).

By a note, dated 20th February, 1911, the British Embassy at Berne notified the Swiss Federal Council of the adhesion of Southern Rhodesia to this Convention (Schw. Bundesblatt 1911, Vol. I., p. 491).

A German Notification of the 28th April, 1911 (Text E.B. VI., p. 103), notifies the adoption by the South African Union (6th December, 1910) and by Southern Rhodesia (20th February, 1911) of the Convention.

The text of the Act, dated 23rd June, 1910, announcing the coming into force of the Convention in Italy is printed in E.B. VI., p. 84.

By note, dated the 27th November, 1911, the British Legation in Berne informed the Swiss Federal Council, in accordance with Article 3 of the Convention, of the adoption of this agreement by New Zealand. (Schw. Bundesblatt, 1911, Vol. V., p. 206.)

1.2. Convention between the Transvaal and the Portuguese Province of Mozambique. (Text E.B. VI., p. 1.)

In place of the *modus vivendi* concluded on 18th December, 1901 (see p. 189 of the British Government publication Cd. 2104) between the Transvaal and the Portuguese Province of Mozambique, a new convention was made on

1st April, 1909 (Extract E.B. VI., p. 1), which, among other matters, regulates the recruiting of natives of the Province of Mozambique for mining work in the Transvaal. In pursuance thereof, recruiting is not permitted without a licence, issued on application by the Transvaal Government. The term of a native's contract of work must not exceed one year in the first instance. On the expiration of the contract, the conditions of service may be renewed, but the total duration of the engagement must not exceed two years without the special consent of the Portuguese Curator for Native Labour. Native labourers who remain in the Transvaal in violation of the law are considered as "clandestine immigrants." The Transvaal Government is made responsible for the discharge of native labourers on the expiration of the term of contract, and must see that no pressure is put upon them to renew their contracts. A Portuguese Curator, invested with consular powers, is to take charge of negotiations with the Transvaal authorities, issue the required passes, promote the registration of Portuguese natives in the Transvaal, organise a deposit and transfer agency for moneys belonging to Portuguese natives, and ascertain how the labourers are allotted. Further regulations deal with transport by rail, customs matters, and passes.

1.3. Treaty of Commerce and Navigation between the United States of America and Japan. (Dated 21st February, 1911.) (Extract E.B. VI., p. 7, No. 4.)

In the Treaty of Commerce and Navigation concluded between the United States and Japan on the 21st February, 1911, the Japanese Government declares its readiness to maintain the limitation and control exercised during the last three years in regulation of the emigration of labourers to the United States.

1.4. Arbitration Treaty between France and Denmark. (Dated 9th August, 1911. (Text E.B. VI., p. 229.)

During the second session of the Hague Conference (1907), the draft of a general agreement on compulsory arbitration was signed by the delegates of thirty-two States. This draft agreement, which incorporated the proposals of Great Britain, Portugal and the United States of America, was intended as an amplification of Art. 16 of the agreement signed on the 18th October, 1907, concerning the amicable settlement of international differences (see *Annuaire de la Vie Internationale*, Brussels, 1908-1909, p. 519), and mentioned a series of questions in dispute which might be submitted without reservation to the decision of arbitrators. Amongst these questions were *inter alia* disputes with respect to International Labour Agreements. In the sense of this draft, and adhering as much as possible to the wording of the same, France and Denmark concluded an arbitration agreement on the 9th August, 1911.

2. National Labour Legislation

2.0. Labour Legislation of General Application

2.00. FACTORIES AND WORKSHOPS.

DENMARK. In consequence of the introduction of the Metric System in Denmark (Act of 4th May, 1907), the substitution of metres for ells became necessary in a number of regulations in connection with the Factory Act. A notification issued on the 16th March, 1910 (Title E.B. VI., p. 26, No. 5), enumerates the places affected.

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GERMANY. As a result of the amendment of the Industrial Code dated 28th December, 1908 (Text E.B. III., p. 335, No. 3), several of the Federal States found it necessary to issue fresh regulations or amend old ones as follows :—

(1) *Saxony.* (a) The Order of 4th December, 1909 (Title E.B., VI. p. 112, No. 2), to amend Schedules III. and IV. to the Administrative Order of 28th March, 1892; (b) the Notification of 4th December, 1909 (Title E.B. VI., p. 112, No. 3), repealing, from 1st January, 1910, the provisions contained under I. of the Extract issued by Notification, dated 5th December, 1900, from the rules respecting the employment of young persons and women in work-places with mechanical power.

(2) *Wurtemberg.* The Decree, dated 9th September, 1909 (Title E.B. VI., p. 113, No. 2), relating to the execution of the Act supplementing the Industrial Code, and the amendment of the Administrative Decree dated 26th March, 1892, which had been several times amended before, made necessary by the said supplementary Act, the corresponding Ministerial Order, dated 9th September, 1909 (Title E.B. VI., p. 113, No. 3), relating to the lists of the industrial establishments subject to industrial inspection; the Notification and Decree of the 9th September, 1909 (Titles E.B. VI., pp. 113, 114, Nos. 4 and 5), publishing the present wording of the Administrative Decree; the Ministerial Decree of the 13th December, 1909 (Title E.B. VI., p. 114, No. 7), by which certain authorities are instructed to draw the attention of industrial circles concerned to the stipulations in regard to employment of young persons and women workers, which will come into force on the 1st January, 1910; the Ministerial Instructions of the 27th February, 1910 (Title E.B. VI., p. 238, No. 1), which amends §3, paragraph 5, sentence 2, of the Decree of the Ministry of the Interior, dated 31st January, 1898, relating to the enforcement of the Industrial Code, in the sense of requiring, in all cases, before permission is granted, an expression of opinion of the local minister of religion appointed as a member of the local Educational Council or of the Educational Committee of the district in question.

(3) *Hesse.* The Notification, dated 23rd December, 1909, (Title E.B. VI., p. 115, No. 2), of the amended instructions of 10th December, 1900, for carrying out the Act, as regards the conditions of industrial workers, with the exception of officials, foremen, and technologists.

(4) *Brunswick.* Notification of the 22nd December, 1909 (Title E.B. VI., p. 116, No. 3), for the enforcement of the Industrial Code.

(5) *Schwarzburg-Sondershausen.* Ministerial Notifications of the 22nd March, 1909, 28th December, 1909, and 28th February, 1910 (Title E.B. VI., p. 116, No. 1, and p. 117, No. 4).

(6) *Bremen.* The Notification of the 31st August, 1910 (Title E.B. VI., p. 118, No. 3), relating to the employment of young persons and women.

(7) *Hamburg.* Notification of the 2nd February, 1910 (Title E.B. VI., p. 118), relating to the employment of young persons and women.

INDIA. The Indian factory legislation hitherto in force (Factory Acts of 1881 and 1891) contained, in addition to the establishment of a daily mid-day interval of half an hour and the prohibition of Sunday labour, no restriction of any kind with regard to the labour of adult males. It fixed the maximum working day of women at 11 hours, and the age for the admission of children at nine years, and prohibited the night-work of children under fourteen years of age altogether and day-work for more than seven hours per day.

The chief occasion for revision of the legislation presented itself by reason of occurrences connected with the introduction of electric lighting in textile factories. Previous to the introduction of artificial light, a natural termination of the day's work in Indian textile industries resulted from the sudden change from day to night found in the tropics. In the year 1905 electric light was installed in a considerable number of factories in Bombay (1905 : 39 factories ; 1908 : 60 factories, out of a total of 85), which led, especially in years of brisk trade with China and Great Britain, to a considerable extension of the working day. The Indian Factory Labour Commission ascertained in the year 1908 (p. 11 of their Report) that in factories working only by daylight, the average working day amounted to 12 hours and 5 minutes (maximum 13½, minimum 11 hours), but that, on the other hand, in factories provided with electric light the average was far higher, viz., in Bombay, 13 to 13½ hours (maximum 14½, and in one case more than 15 hours) ; in Ahmedabad, similar working hours, with a maximum of more than 14 hours ; in Agra 13½ to 15½ hours ; in the jute factories of Calcutta, for weavers, even 15 to 16 hours. The first protest against this condition of affairs came from the employers themselves. A meeting of the Bombay Millowners' Association, held on the 11th August, 1905, supported, in principle, the 12-hour day ; however, nobody adhered to this decision, and even the workers, whose wages were reduced in certain factories, as a consequence of the shortening of the working hours, desired a return to the old system. The matter was not allowed, however, to rest. In a sensational article, the *Times of India* published the results of their own inquiries relating to the conditions of labour and other matters in dispute in Indian factories (exploitation of child labour, absence of medical inspection of children, etc.).

As a further attempt of the factory owners to introduce, on their own initiative, a 12-hours day, proved fruitless, the Government found itself under the necessity of moving in the matter. Lord Morley, at that time Secretary for India, appointed a small Committee of experts to investigate conditions in Indian factories. This Committee, which carried on its investigations under the direction of Sir Hamilton Freer-Smith (former Superintending Inspector of Factories in England) issued its Report in the year 1907 (Report of the Textile Factories Labour Committee, "Gazette of India," 1st June, 1907).

In the Report of the Committee the statements of the *Times of India* were fully confirmed. The protection of children, the Committee stated, demanded a far-reaching and prompt reform ; the proprietor of a large factory, in which about 400 children were employed, even declared, as a matter of fact, that he was not aware of any Factory Act restricting child labour, and children of less than fourteen years of age were frequently employed as grown-up people ; moreover, the Committee believed that the labour of adult males required regulation by means of a legal 12-hour day or a 72-hour week (Great Britain : 55½ hours). Thereupon Lord Morley appointed a larger Commission (Factory Labour Commission) under the direction of Mr. W. T. Morison, a member of the Bombay Government. The Commission commenced its labours in the year 1907, and issued its Report in the following year (Report of the Indian Factory Labour Commission, 1908 ; Cd. 4292).

The Report describes the labour conditions already mentioned, and enumerates cases in which the existing Acts were disregarded or insufficiently carried out. For instance, the half-hour midday interval was found to be not observed in the jute spinning factories and cotton spinning factories of Calcutta, and in various other works throughout India ; women worked in certain factories 12 or 13 hours, and the employment of children still continued in the

United Provinces (except Agra), in the Punjaub, in South Madras, and in the cotton spinning mills of Bengal, as long as the factory was at work (10 to 14 hours). In Bombay the working hours of children were often divided into two shifts, and as the children remained during the intervals in the factory, certain abuses occurred. Even the schools established in the factories for the benefit of half-time workers were wrongfully used to retain the children in the factory upon regular or occasional work. In cotton factories, out of 821 half-time workers inspected in Bombay, there were 113, that is about 14 per cent., under nine years of age; in Madras, 12 per cent.; Nagpur, 10 per cent.; Ahmedabad, 7 per cent.; Calcutta, 17 per cent.; Cawnpore, 15 per cent. In the Bengal jute factories children were even employed at six or seven years of age, and the proportion of the children employed who had not reached the permissible age amounted to about 30-40 per cent. Out of 1,057 young persons employed as adult workers (permissible age, 14 years), 404 were found, on inspection, to be under this age; in jute factories the Commission found the number of young workers illegally employed as adults to amount to about 25 per cent. (Report, pp. 6-18).

To enable the Commission to estimate the influence of these conditions on the health of the population, statistical data were wanting; nevertheless, the Commission came to the conclusion that the "very long hours worked in many mills in the past, and in some mills at present, are calculated to produce physical deterioration; if generally adopted or persisted in for any length of time, they would almost certainly result in the physical deterioration of the operatives" (Report, p. 28). A comparison of the physical weight of factory workers and prison inmates showed that the former, at the ages of 20-50 years, weighed 8-10 pounds less than the latter; in the Bombay textile factories workers of ripe age were almost entirely absent; in Madras, the central Provinces, and the Punjaub, the emaciated and weakly appearance of the young persons was noted incidentally. The same appeared to be the case especially in cotton textile factories, as regards the children, who were observed to be "of poor physique, thin, and weakly looking." On the other hand, the Commission had to point out that the excessively long working hours were not very fully utilised; according to their conclusions, the Indian cotton operative was not at work during 1½-2 hours out of the working hours; he took, in addition to Sundays and holidays, two or three clear days per month, and returned for from one to three months in the year to his village.

Contrary to Sir Hamilton Freer-Smith's Committee on Textile Factories, the Commission were unable to agree on the desirability of restricting the work of adult men by direct legislation. "We are strongly opposed to any direct limitation of adult working hours, because we consider that there is no necessity for the adoption of this drastic course, because we are convinced that it would cause the gravest inconvenience to existing industries, most of which have never worked long hours, and because we think that such a measure would seriously hamper the growth of industrial enterprise." (Report, p. 33.)

The main proposals of the Commission were as follows (Report, p. 33):

(1) The formation of a "young persons" class to comprise all young adults between the ages of fourteen and seventeen, with working hours limited to twelve in any one day; (2) the reduction of the working hours of children from 7 hours to 6 hours; (3) the prohibition of the employment of "young persons," women and children before 5.30 a.m. and after 7 p.m.; (4) the substitution of a compulsory interval after six hours' continuous work, in place of the present midday interval.

The women, for whom an 11 hours' maximum working day had been hitherto fixed, should consequently, according to the proposal of the Commission, be placed upon the same footing as the new class of young persons, that is to say, should work for 12 hours. "The change which we suggest will, if it be adopted in actual practice, tend materially to simplify the organisation of work in most factories employing women." (Report, p. 45.)

Notwithstanding these proposals, the Government (Mr. W. L. Harvey), in their Bill published on 27th July, 1909 (Indian Factories Bill), followed the line of the proposals made with respect to the maximum working day for all workers by the Textile Factory Committee of 1907. The assumption that the general introduction of the 12-hour day would be established automatically by the creation of a new class of young persons was shown to be based on erroneous data. The chief features of the Government Bill were:—

(1) Restrictions applying to textile factories, and also to other establishments brought under the Act, where necessary, by the Government :

(a) 12-hour day for all workers ; (b) prohibition of work between 7 p.m. and 5.30 a.m. ; (c) prohibition of the employment of mechanical power for more than 12 hours *per diem* ; (d) prohibition of the employment of children for more than six hours *per diem*.

(2) Issue of regulations by the Local Government for the protection of the health and safety of the workers, on the lines of the British Factory and Workshop Act of 1901.

(3) Increased stringency of factory inspection by the extension of the powers of inspectors.

The Government Bill was amended in a few points by means of a Select Committee, and received the sanction of the Governor-General on the 24th March, 1911. (Text E.B. VI., p. 71.)

The main provisions of the Act are now as follows:—

(1) *Scope of Application.* The following are considered as included within the definition of "factory" : any premises wherein, or within the precincts of which, steam, water or other mechanical power or electric power is used in aid of any process for or incidental to making, altering, repairing, ornamenting, finishing or otherwise adapting for use, for transport, or for sale, any article or part of an article. Mines, electrical stations, indigo factories, tea and coffee plantations, and all factories which, during the course of the year, never employ more than 49 persons at one time, are, however, excluded from the application of the Act. At the same time, the Local Government is also empowered to subject, either wholly or partly, to the control of the Act those factories where at least 20 workers are employed.

(2) *Working Hours.* In ordinary factories the maximum working time of women amounts to 11 hours, of children of 9 to 14 years of age, 7 hours ; the working hours of men are not regulated. In textile factories women and men are not allowed to work more than 12 hours, and children not more than 6 hours. The provisions relating to the 12-hour day in textile factories do not apply to the work of calendering, finishing, sewing or tailoring, cloth-printing, bleaching or dyeing, or certain classes of work of an urgent nature, or such as, in the interests of efficiency, are commonly performed while the main manufacturing process of the factory is discontinued (cleaning, repairing, etc.). Night-work (*i.e.*, the time between 7 p.m. and 5.30 a.m.) is forbidden to women and children and, in textile factories, also to men, except where work is carried

on with a system of shifts approved by the Inspector. Moreover, in textile factories the mechanical power may only be used for 12 hours, except in the case of an approved system of shifts. After a working period of six hours, the work must be interrupted in all factories by an interval of at least half an hour. In place of the compulsory Sunday rest, there may be, with the consent of the inspector, a corresponding period of rest on one of the three days before or after the Sunday in question.

(3) *Sanitation and Safety.* Whereas the old Act only contained a few provisions relating to the enclosing of machinery complete regulations now exist, relating to cleanliness, overcrowding, ventilation, drinking water, water used for producing humidity, sanitary accommodation, exits, precautions against fire and means of escape, lighting, fencing of machinery. Women and children may not be employed in the cleaning of machinery while in motion, nor in the vicinity of cotton openers.

(4) *Works Management, Liability, Penalties.* Children must always carry with them certificates indicating their ages and fitness for employment, or some indication of their identity for the purpose. Accidents, causing death, or preventing the worker from returning to work for more than 48 hours must be notified by the manager to the competent authority. An Inspector is empowered to enter a place which he has reason to believe is being used as a factory. For infringement of the Act the occupier and manager are jointly and severally liable to a fine which may extend to 200 rupees.

JAPAN. Apart from the supervision of industrial works from the point of view of safety by prefectures, there has hitherto been no protection for the labourer in Japan. Nevertheless, preparations for a Factory Act date from the close of the nineteenth century. When, in the year 1898, the Supreme Council for Agriculture, Trade, and Industry, recognised, in principle, the necessity of passing a Factory Act, with the agreement of Parliament, a "Committee for the Investigation of Factory Conditions" was appointed, which in November, 1902, formulated a draft Bill. This proposal was submitted for consideration to the departmental offices concerned, as also to private persons. The majority of those who replied declared themselves to be in favour of the proposal, a minority only being of opinion that legal measures were premature. The Government was prevented from further advancing the plan, which had already been drawn up, by the war with Russia, economic troubles before and during the war, and subsequent crises. Nevertheless, the individual members of the committee, which was dissolved in 1903, continued their investigations, and in Parliament also the matter was repeatedly brought up for discussion (motions in 1900 and 1902; interpellations in 1903 and 1909). Before the opening of the 26th Imperial Parliament, the Minister of Agriculture and Trade published a fresh proposal. Fears that the export trade would lose its foreign markets—which had scarcely yet been won—under the burden of industrial legislation—were no longer so much in evidence, since in 1902 (*cf.* the evidence of the East Asiatic-Lloyd, 1909, p. 1223), Japan had secured for export to the United States, Europe, and especially China, definite markets in which foreign competition could not be much encountered, as had been specially shown also in the boycott movements in China; and the development of industry in China appeared to render it necessary to ensure the preponderance of her own industry against this competition for the future, by the establishment of healthy, contented, and technically-instructed working classes. The

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draft was again submitted to officials for private consideration (Text G.B., IX., p. 196). With the exception of a few provisions the draft met with the approval of those concerned. The amended draft, after taking into account the proposed alterations, was submitted to Parliament, but was once more withdrawn under the pressure of the Liberal Party, for the purpose of further alteration. This last amended draft was not brought before Parliament until 1st February, 1911.

"If the national wealth is to be increased by the development of industry, manufacturers will need to work diligently without being too much hampered in their relations with the workers; more especially in a land like Japan, which is still in arrears as regards the riches of the country in comparison with better favoured lands, will extraordinary persistence be necessary on the part of manufacturers and workers. Nevertheless, it is now intended to restrict by the promulgation of an industrial law the age at which workers may be engaged, to shorten the hours of work, to abolish night-work, to establish intervals in work and days of rest, and to introduce various other restrictions and provisions. All this has become an absolute necessity and unavoidable." These are the leading features of the draft, according to the Government's preamble to the Factory Bill (*Kebahoan no setsmuei*, p. 1). The preamble describes the change in economic conditions brought about by the progress of the natural sciences and the freedom of industry, which compels the women and children formerly engaged in peaceful home industries in rural centres to be pent up in the noisy factories of the towns and places where dust and injurious gases are produced. Industrial employers, aiming at the greatest possible increase in production and limitation of working expenses, have increasingly employed the cheaper labour of women and children.*

"Moreover, owing to competition, the workers find themselves unable to give attention to bodily and mental recreation. It is evident that the worker is absolutely opposed to any excessive work. But factory regulations, and the uninterrupted working of the machinery, impel him unwittingly to such course of action. The desire of every manufacturer is to improve his mechanical arrangements, and to get skilled workers, in the enjoyment of strong health, to work as long as possible. The manufacturer, however, under the pressure of competition, is frequently unable to attain his desire. Very frequently the workers lose a few months after the commencement of employment, in consequence of overtaxation of their strength. Their health suffers, and they succumb before the expiration of their term of contract. Frequently, also, in consequence of the bad conditions of the factory premises, or owing to the lack of precautionary measures, they become the victim of accident, and are rendered cripples, and incapacitated for work. Women and children become gradually so debilitated that they become victims of diseases, such as consumption. The spread of this dreadful disease demands energetic measures for the rescue of these unfortunate persons, and for the improvement of the

* According to information from Mr. Oka, the Manager of the Japanese Industrial Bureau, the sexes are distributed in the various industrial countries in the following proportions in industrial labour:—Great Britain, men 75 per cent., women 25 per cent.; German Empire, men 80 per cent., women 20 per cent.; United States, men 86 per cent., women 14 per cent.; Italy, men 78 per cent., women 22 per cent.; Japan, men 34 per cent., women 66 per cent. The match industry employs 20–30 per cent. of children, who work with their mothers; the glass industry employs, in some 200 works, of which about one-half are quite small and primitive concerns, more than 50 per cent. of children.

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health of the people, especially if a regular development of industry is desired" (pp. 1, 2).

The preamble then deals at length with the two main abuses in the industrial system: (1) the bad conditions of the factories (risk of accident, bad sanitary arrangements); and (2) excessive working hours, as a weakening of the stamina of the present and future generations.

The working hours are stated to be longest in the textile industry (p. 5). The workers consist almost exclusively of women; the working hours amount to a maximum period of 17 hours during the day, and in many factories there is no fixed monthly day of rest. As the women are engaged on piece-work, they swallow their meals as rapidly as possible; there is no question of any interval for meals. In the spinning mills they work day and night in 12-hour shifts, and in time of pressure they occasionally work in 18-hour shifts. A report relating to the effect of night-work on the weight of the worker has shown that the loss in bodily weight during a week of night-work amounts to 50-60 Momms (187-224 grams), and at times to more than 200 Momms (754 grams), and cannot be recovered in a week of day-work. Moreover, the sleeping rooms and maintenance of the women in the spinning mills (who usually receive board and lodging in the factory) leave much to be desired, although during recent years efforts have been made in the factories to improve the arrangements in every respect.

Exact details respecting the sanitary conditions in factories are not at present obtainable; nevertheless, conclusions may be drawn from the reports of local authorities and of the "Committee for the Investigation of Factory Conditions," from the statistics of mortality of the Japanese Empire, and from the subsequent life history of the workers who quit the factories. According to the information given in a triennial statement relating to the conditions of illness and accident among workers accommodated in factory dormitories, the number of cases of sickness amongst the men amounted, on a yearly average, to 767, and amongst the women to 1,068, the number of accidents amongst the men to 109, and amongst the women to 39 per 1,000 (p. 6). Cases of illness occur most frequently in the spinning mills, in the muslin, cotton, cloth, and linen factories, and in the porcelain and cement industries, etc., but comparatively less frequently in the silk industry. Although the figures of the statistics of accidents and illness are probably lower than warranted by the actual facts, the Japanese figures are twice and even three times higher than those of other industrial countries. A report obtained by special officials in the spinning and weaving industries has shown that in certain factories, out of 1,000 workers there were 400 cases of sickness per month, and that out of 1,000 workers from 70 to 80 per day required medical attendance. The complaints from which most people suffer are those connected with the digestive organs; after these we find complaints of the organs of respiration, of the eyes, beri-beri, skin diseases, disorders of the bladder and sexual organs, rheumatism, etc. The lower percentage of tuberculous cases (1 per cent. in spinning mills) is to be attributed to the fact that persons suffering from diseases which develop slowly are generally sent away as soon as possible. With comparative frequency persons suffering from tuberculous complaints and affections of the respiratory organs are found among those residing on the factory premises, or engaged in occupations in which dust is produced. The "Statistics of the Causes of Death in the Japanese Empire," a publication of the "General Statistical Bureau of the Imperial Cabinet," contains the following information on this subject (p. 7):—

Mortality classified according to causes and occupations (average of the two years 1906 and 1907)
Death Rates per 1,000 Deaths in all occupations in the whole Kingdom.

Occupation.	Sex and Totals.	Tuberculosis of the Lungs.	Other Tuberculous Diseases.	Disease of the Respiratory Organs, including Tuberculosis of the Lungs.	Total.	Kakke (beri-beri).	Diseases of the Blood Circulation.	Diseases of the Stomach and Bowels.	Diseases of the Brain and Nervous System.	Diseases due to Derangement of Alimentation.*	Poisoning.	Violent Death, Injuries resulting from Accident.
Agriculture, breeding of domestic animals, silk industry, afforestation, hunting	81.6 93.7 86.9	13.7 19.4 16.3	155.4 135.2 145.4	250.7 248.3 248.6	6.1 1.9 4.3	38.2 45.5 41.4	142.1 142.1 142.1	151.5 123.6 139.3	5.9 5.9 6.8	0.6 0.2 0.4	55.3 10.7 50.4	
Metal Industry ..	223.9 157.9 226.7	31.6 52.1 26.4	120.9 99.2 113.4	376.4 309.2 366.5	48.2 — 46.9	46.4 49.7 46.6	80.8 117.1 81.6	122.9 106.3 122.4	4.1 — 4.1	3.2 0.2 3.0	40.5 38.2 40.4	
Machinery and instrument trades	239.6 201.9 238.6	32.5 70.3 35.6	75.8 146.5 77.8	347.9 418.7 352.0	57.6 — 55.8	48.3 73.3 46.3	81.2 55.6 80.8	114.1 128.8 114.8	— — —	3.1 — 3.0	77.2 — 74.9	
Chemical industry	164.5 239.0 174.6	22.1 72.6 30.6	98.3 34.0 96.4	284.9 345.6 301.6	44.9 58.3 46.5	39.8 64.2 43.4	72.0 81.6 73.5	124.8 43.1 113.4	— — —	12.9 — 11.0	73.2 58.3 70.9	
Textile trade (cotton mills, spinning and weaving mills, lace-making)	230.3 339.5 305.2	29.3 59.3 48.6	110.5 96.0 99.5	370.1 494.8 453.3	36.3 25.1 28.6	44.1 29.3 33.9	93.8 63.8 62.9	92.5 36.6 53.6	— 1.6 1.1	0.6 0.3 0.4	22.1 13.6 16.3	
Dyeing (dressing, bleaching, etc., included)	209.3 239.4 213.1	27.7 32.1 29.9	86.4 59.1 84.2	323.4 330.6 327.2	37.0 4.8 33.1	53.3 41.0 51.7	75.9 110.5 80.1	125.0 105.8 122.5	1.6 13.3 2.8	2.4 — 2.1	23.1 18.1 22.5	
Paper, leather and rubber trades	196.5 263.3 210.9	31.7 42.8 36.7	103.4 98.6 102.4	331.6 407.7 350.0	31.0 7.3 25.9	43.8 32.4 41.4	77.5 113.5 85.2	142.1 51.5 122.7	1.9 7.0 2.9	1.5 — 0.6	27.5 18.5 25.6	
Wood and bamboo industry	253.9 182.3 155.9	20.9 38.2 23.6	113.3 104.2 112.6	388.1 324.7 292.1	29.6 5.4 28.2	43.7 42.4 43.7	105.6 101.1 105.3	134.1 104.7 132.2	6.2 6.1 6.2	0.5 0.2 0.6	41.5 14.7 39.9	
Food preparation	169.5 177.6 170.8	44.9 58.8 34.4	112.1 88.8 108.8	326.5 325.2 314.0	28.4 4.8 25.0	44.5 43.5 44.1	82.9 108.9 88.4	141.8 117.7 138.4	4.7 4.1 4.6	1.6 — 1.3	27.0 31.0 28.4	
Clothing and cleaning (ironing, etc.) trades	278.2 215.8 265.6	33.9 50.1 39.5	93.8 82.0 91.4	405.9 347.9 396.5	37.9 13.0 32.9	46.8 50.8 47.5	79.1 98.9 83.1	111.3 90.1 107.1	4.6 2.3 4.1	0.6 0.4 0.6	15.5 10.0 15.2	
Building and earth works	151.1 154.3 151.1	25.7 30.7 26.4	108.4 116.3 108.5	285.2 301.3 286.0	32.6 18.3 32.4	44.2 49.5 44.2	92.9 74.1 92.6	136.6 67.4 135.6	4.0 12.8 4.1	1.1 0.5 1.3	60.7 43.6 6.5	
Polygraphic industries (printing works, type foundries, photography)	442.4 375.1 439.4	49.0 58.1 53.4	63.9 27.8 62.3	555.3 461.0 550.1	36.0 — 34.5	28.0 27.8 28.3	26.5 111.1 29.5	76.5 125.0 78.7	2.8 — 2.6	— — —	15.3 55.3 17.3	
Other industries	242.0 333.3 258.1	33.8 63.6 45.1	90.7 87.4 90.2	366.5 484.3 393.4	59.6 34.7 55.2	38.3 26.5 36.2	65.1 62.0 63.9	104.9 42.3 93.8	3.0 3.4 3.1	1.5 0.3 1.4	59.3 15.5 51.6	
All occupied persons	98.3 114.4 115.5	17.4 24.6 20.7	146.2 126.9 136.5	261.9 265.9 272.7	15.2 3.3 10.7	39.6 45.3 41.7	123.9 137.4 129.1	145.5 120.9 126.2	5.5 7.4 6.3	0.9 0.3 0.6	29.5 11.1 22.4	

* As no statistics were available relating to diseases due to derangement of alimentation during 1906, only the figures for 1907 are given in the Table.

An investigation carried out in the chief centres for the recruiting of labour, with respect to the number of deaths of female workers who have returned to their families, yielded the following figures for the year 1909 :—

Migration from the six provinces, including the	
Province of Niigata	14,834 Persons
Returned home	5,358 "
Of these—number sent home owing	
to illness	877
Number who fell ill after returning	
home	102
Number who died after their re-	
turn home	254
<hr/>	
Total ..	1,233

= 23 per cent. of those who returned home.

Among the 1,233 there were found 417 cases of tuberculosis, chronic peritonitis, pleurisy, and bronchitis (33 per cent.); 267 cases of beri-beri and 197 cases of diseases of the organs of digestion. In the province of Niigata, the ravages of tuberculosis were so great (out of 1,175 women who returned and were kept under observation 592 were suffering from tuberculosis) that the medical faculty applied to the prefects for the intervention of the public authorities. The medical faculty in the Kitoma circuit, in the province of Yamanashi, addressed a similar proposal in the spring of 1910 to the general assembly of the medical faculty of the Department.

The general provisions of the Bill which, as mentioned before, were submitted by the Government to the House of Representatives in the year 1910, were the following :

The industrial concerns to which the Act (§1) was to apply were to include factories (a) in which motor power was used ; (b) in which the work was of a dangerous nature or injurious to health ; (c) where more than 10 workers were engaged. (This provision follows the lines of the Berne International Convention of 1906.) The permissible age for children was 12 years (§2). It was proposed as a temporary provision that children who, at the date of the coming into force of the Act, should have reached their tenth year might continue to be employed ; also, that the administrative authorities should be empowered to permit children over 10 years of age to be employed on work of an easy and simple kind. The preamble (p. 15) anticipated from this provision a favourable influence on the school attendance, inasmuch as the children, according to the existing regulations of primary schools, were required to attend up to the age of 14. " As the primary school regulations leave to children who have not completed their period of school attendance, liberty to work, and only forbids that the work should interfere with attendance at school, the provisions of the Bill are not opposed to the primary school regulations ; it would at the same time be very desirable if children, who are above the age of 12 years, were also forbidden to work in factories, so long as they had not completed their term of school attendance. But, as the factories in which children are employed would suffer under such a restriction, the permissible age was fixed at 12 years " (p. 15).

The Bill (§3) only provided for a restriction of the period of work for children under 16, and for women. (" Persons of the male sex, over 16 years of age, are, as compared with children and women, much stronger, both as

regards their bodily development and their mental capacities ; it might be assumed that they are in a position to protect themselves against and better able to withstand dangers of every kind. For this reason there are no restrictions imposed upon the employment of men. Nevertheless, male workers are not without legal protection, for the provisions relating to the inspection of factories and assistance are, of course, also in their favour " (p. 10.) The Bill, moreover, in §3 fixed the maximum working day for the protected classes at 12 hours, whilst empowering the Minister concerned to extend this limit of working hours, according to the nature of the work, for a further two hours. " In considering the existing factory conditions in Japan, one is struck with the fact that in all places where a large number of women are employed there are also many children working, and that no difference is made between the working hours of the women and children, and of the adult men ; the working hours, according to the industry, may be more than 15 hours or even more than 17 hours (from 5 o'clock in the morning till 10 o'clock at night). Even although the work appears to be less fatiguing to the body and mind of the Japanese worker, and no such strict discipline prevails in the works as in other countries, at the same time the number of those who continue for a long time at the work is small, and one meets with a rapid change in the working staff. Undoubtedly, the long working hours are the cause of serious injury ; after a few months the bodily strength of the workers begins to fail. This fact has long been recognised by the manufacturers, but only a few have decided to shorten the working hours or to accustom the workers gradually to the work, from fear that their profits might be reduced. As they are able to obtain fresh hands without any difficulty, they find it to their advantage to keep the worker as long as his strength will permit. . . . It can hardly be assumed that any great losses will be entailed by the manufacturers from the proposed restrictions. For, in spinning mills and textile factories, where the workers frequently have to work 15 or 16 hours, as also in other classes of factories, in which the work is not so very injurious to health, or in which only easy and simple work is carried on, the working hours under certain conditions under the control of the Minister, according to the nature of the work, may be extended to 14 hours. In no country in Europe or America are the legal provisions so large-minded and generous as those of this Section " (p. 17). A further provision of the Bill (§4) prohibits, with respect to the protected classes (children under 16 years of age and women), night-work from 10 o'clock in the evening till 4 o'clock in the morning. " At the International Conferences for the protection of labour (Berne, 1901, 1905, 1906), it was agreed to regulate the night-work of women and children by means of an agreement, which has been signed by nearly every European power. Quite apart from the question as to whether Japan is to sign this agreement hereafter or not, it cannot be denied that, sooner or later, the restriction or prohibition of night-work will be necessary (p. 18). §5 contained exceptions regarding this prohibition of night-work amongst which the following were contemplated :—

(1) Processes which must be finished without interruption (for example, work of a seasonal character, the packing of fish and shells, the salting down and curing of fish, the packing of fruit, the preparation of wine and fruit liqueurs, the treatment of cocoons, etc.) ;

(2) Processes which necessitate night-work (*e.g.*, newspaper printing, bakehouses, etc.) ;

(3) Continuous processes (iron and glass industries, etc.) where the work is carried on in shifts.

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Thus, during a period of transition of ten years, night-work was to be permitted in the case of young persons over 14 and women under age. In order to meet the case of those spinning mills where work is carried on in shifts for foreign markets, the Bill provided, in §6, a gradual reduction of night-work in the following manner: In the first five years no alteration should be introduced; from the 6th to the 10th year the manufacturer should employ on night-work 20 per cent. fewer workers than during the day, or, optionally, grant an interval of at least two hours; and from the 11th to the 15th year the reduction of the number of persons on night-work should be 40 per cent., or the corresponding interval should be at least four hours. As regards the days of rest and intervals of rest, according to the preamble (p. 22) the actual conditions were such that, together with many small factories which all through the year required their workers to work without any day of rest, undertakings existed where two days of rest per month were granted, with intervals, in the case of a working day of about 10 hours, of 30 minutes, and in the case of a working day of about 12 hours, of 60 minutes. The Bill adopted this practice by providing, in §7, that in the protected categories the intervals of rest should amount to at least 30 minutes in the case of a working day of more than 6 hours, and to at least 1 hour in the case of a working day of more than 10 hours; in the case of night-work carried on either with or without shifts (with the exception of seasonal industries) the number of days of rest per month should amount to 4. "Of course, every day of rest should consist of at least twenty-four hours; the days of rest shall be granted at regular intervals—for instance, on the 1st or 15th of each month—in order that the two days may not fall too near together. Nevertheless, the days of rest need not be fixed absolutely, but may be exchanged for local holidays, commemoration days, in connection with the business establishments, and so forth. The intervals of rest should, likewise, be distributed over the working time. These intervals of rest may not occur at the commencement or end of the working time. In the case of a 12-hours working day, for example, there should be a half-hour interval fixed for meals in the middle of the 12-hour period, and a quarter of an hour interval in each 6-hour period, before and after the midday meal; in the case of a working period of less than 10 hours an interval of about half an hour should be fixed, 5 hours after the commencement of work. This is only by way of illustration. The instructions for carrying out the Act will contain fuller particulars respecting the days of rest and intervals for rest." (pp. 22-23.) The changing of the night shift should occur at least once every week (§7, paragraph 2). By §8 the Minister was empowered, in the case of a national disaster or public calamity, temporarily to discontinue the enforcement of these restrictions; moreover, in case of temporary necessity, owing to *force majeure*, the manufacturer should be able to obtain from the administrative authority permission for remission of observance of the legal provisions respecting the period of work, night-work and days of rest; overtime work should be allowed to the manufacturer on 5 days in each month, up to a limit of 2 hours, and subject to previous notification. A further provision (§9) prohibited a number of dangerous occupations to protected persons, viz.: (1) Cleaning, lubricating, examining, repairing and manipulation in other respects of steam boilers, motors, electric motors, transmissions, dangerous parts of other machinery or appliances, as also working in the immediate vicinity of the said plant; (2) Engaging and disengaging of transmission belts whilst the engine or transmission is still working; (3) Work on scaffolding, gangways, stairs and other places where the danger of falling exists. In the case of young workers of the

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age of at least 16, the prohibition from work was to exist as regards §10 : (1) The handling of prussic acid, cyanides, arsenic, chemical arsenic compounds, mercury, chemical compounds of mercury, phosphorus, substances containing phosphorus, sulphuric acid, nitric acid, hydrochloric acid, caustic potash and soda, and also other caustic or poisonous substances ; (2) the handling of ether, benzine (petrol), carbon bisulphide, and other dangerous substances ; (3) working in places where dust is developed in considerable quantities, in consequence of the treatment of earths, stones, minerals, bones, horns, etc. ; (4) operations in places where substances containing arsenic, mercury, lead, zinc, etc., or other poisonous vapours or dust are produced. Further specified restrictions under this regulation, and in every case the extension of the same to women over 16 years of age, were reserved for a Ministerial Decree (§11). Also the regulation and probable prohibition of the employment of unhealthy persons (namely, persons suffering from defective vision and affections of the skin) and pregnant women, was to be provided for in regulations. (§12).

As regards factory inspection, in various departments, there had been hitherto police regulations suited to the requirements and the circumstances of individual localities : for example, regulations relating to the inspection of steam engines and steam boilers and regulations relating to the inspection of factories or workshops where work is carried on with inflammable substances. The control was in the hands of the police authorities. The preamble to the Bill (p. 29) recognised the desirability of detailed regulations applicable to the whole country, but declared this step to be at present impracticable. Consequently, it was only provided, in §13, that the administrative authorities, in accordance with the provisions of the regulations, should cause the principals of factories to which objections had to be raised in the interests of sanitation, security, or the morality of the workers, to adopt the required measures, and that they should have power, if necessary, to close such factories altogether. In §14, the competent authorities were empowered to enter and inspect the factories, and the buildings in connection with the same : " When putting the Factory Act into force, technical officials shall be appointed in the various localities, who shall be responsible for the carrying out of the Act " (p. 29).

With regard to precautions against sickness and accidents, the Bill (§15) was for the present restricted to the provision that, in the case of injury or illness for which the worker is not to blame, or in the case of death of the worker, without fault on his part, the worker or his family should be supported by the manufacturer in accordance with the conditions to be laid down in an Imperial Decree. This Decree, according to the preamble (p. 30), will probably supplement §66 of the Mining Regulations No. 17, issued in pursuance of §80 of the Mining Act of June, 1905, which contains the following regulations relating to the duties of maintenance imposed upon the manufacturers concerned :—

(1) Payment of expenses of medical examinations and treatment equal to the amount actually disbursed ;

(2) During the period of nursing entailing loss of work, one-third of the wage payable to the worker during the time he has been away from work ;

(3) Burial Money : at least 10 yen.

(4) Support of widow and orphans : the amount to be equal to at least 100 days' wages of the deceased ;

(5) Disablement allowance : amount to be equal to at least 100 days' wages.

Should the wages be fixed according to the amount of work performed, the amounts indicated under (2), (4), (5) shall be reckoned according to the average wages of the last 30 days.

In §16 it was provided that the workers should be supplied free of charge with certificates respecting their civil status. §17 had reference to the recruiting of workers and employment agencies. The regulation of these matters had been left hitherto to the local authorities, who issued, according to the locality, "regulations for the recruiting of workers (shokkoboshukisoku)" or "regulations relating to the control of employment agencies (shusengyo-torishimarikisoku)." Since uniform regulations for the whole Empire appeared to be desirable, this question, as also that of conditions of apprenticeship, was to be dealt with according to the Bill, in an Imperial Decree. "At the present time there are to be found in our factories persons described as 'apprentices, pupils, students': these, however, are merely names which have been given to youthful workers who have been engaged for the purpose of learning a calling for a certain number of years (neukishokko). Only a few of them receive actual training as apprentices. Nevertheless, there is no doubt that in the iron trade and in other trades where special knowledge is required, the admission, proper instruction and training of apprentices is necessary; consequently, suitable provision relating to age, number, instruction, etc., should be issued by order (p. 31)." In order to make the liability more simple, and in order not to favour public and private bodies, as compared with private persons, the Bill further provided, in §§18 and 19, that every principal of a factory should be free to appoint a responsible manager, whose selection should be approved by the administrative authority, except as regards a member of the board of directors or another member of a legal corporation. Infringements of these provisions were to be liable to a penalty not exceeding 1,000 yen, and obstruction of inspection to a penalty not exceeding 300 yen (§§20-21). According to §22, the proprietor of a factory was to be liable for infringements of the Act on the part of his workers, except in the case of involuntary error with respect to the age of a worker. The State and public establishments were to be subject to the Act (§23). The fixing of the time for the enforcement of the law was reserved for an Imperial Decree (supplementary provision).

This Bill, which contained far-reaching concessions to the manufacturers, was still further relaxed under Parliamentary discussion. The essential modification refers to the scope of application of the Act which was promulgated on 28th March, 1911 (Text E.B. VI., p. 267).

The Committee of the House of Representatives had desired to raise the number of the workers from 10 to 20 in the definition of the term "factory" within the meaning of the Act (§1). Consequently, the number of industrial concerns subject to factory control was reduced from 15,426, with 649,171 workers*, to 7,121 with 582,644 workers. As the Government refused its consent to the Committee's proposal, a compromise suggested by the President of the Committee, Oaka, was accepted, according to which factories with at least 15 workers were subjected to the Act. In the definition, moreover, the

* In 1909 the number of persons employed in private works amounted, in sound figures, to 650,000, including about 400,000 women, 14,000 boys, and 45,000 girls under 14 years of age; while in Government works 120,000 persons were employed, including 20,000 women.

employment of motor power is struck out, and a new Section (§24) provides that the Minister shall be empowered to apply a number of provisions of the Act to factories in which motor power is employed, and which are outside the scope of the Act. The minimum age of unprotected young workers is lowered in all cases from 16 to 15 years; on the other hand, the Ministerial permission to allow an extension of the 12-hour maximum working time to 14 hours, is restricted in point of time, viz., to 15 years after the Act comes into force; in the same manner the prohibition of night-work for women and children under 14 years of age is only applicable to those who have reached their 15th year (10 years in the original bill). A gradual reduction of night-work is contemplated, and the manufacturers are left to make their arrangements, according to their own judgment, until the expiration of the transitional period of 15 years. The night and day shifts must be changed at least every 10 days (7 days in the Bill). In the case of temporary emergency the manufacturer may arrange on a maximum of 7 (5 in the Bill) days per month, for 2 hours' overtime.

The prohibition of the employment of young persons and women in occupations detrimental to health is made more general. In the debates on the Bill in the Upper House (8th March, 1911) the cost of factory inspection as required under the Act was estimated by Mr. Oka the Director of the Industrial Bureau, at from 250,000 to 300,000 yen.

NEW ZEALAND. The Factories Amendment Act, dated the 3rd December, 1910 (Text E.B. VI., p. 46, No. 3), amends the New Zealand Factories Act of 1908 (Text E.B. No. IV., p. 23, No. 9). For the purpose of obtaining greater uniformity §2 of the amending Act provides that the wages and overtime books shall be kept in a prescribed form or in a form approved by the inspector.

In regard to laundries which are threatened by Chinese competition, certain concessions have been granted. In accordance with the Factories Act, laundries were, as a matter of fact, subject to the general rule, which fixed the weekly working hours of adult workers at 48, with a maximum working day of 8½ hours, while it limited the weekly working hours of adult women and young workers under 16 years of age to 45, with a maximum working day of 8¼ hours. It further prohibited the employment of women and young workers on half-holidays after 1 o'clock, and altogether between 6 p.m. and 8 or 7.45 a.m. In addition, overtime was prohibited for more than 3 hours per day on two days per week, or 30 hours per year. The Factories Amendment Act fixes the period in regard to the prohibition of night-work from 7 p.m. to 7.45 a.m., and increases, not only in regard to laundries, but also in regard to all factories, the total number of overtime hours to 90, and with the consent of the inspector to 120 per annum. It is also expressly stated that the legal regulations shall not apply to laundries where the washing is undertaken by the occupier and his wife, without the help of hired workers. Finally, the Schedule contains a number of amendments of the original Act which, for the most part, relate to administrative matters.

SERVIA. When the constitutional questions had been settled in Servia, the necessity for reform in industrial legislation became more pressing, as the statutory law, the Compulsory Guilds Code (*Esnafska Uredba*) had been issued in the year 1847, and had received only insignificant amendments in the years 1849, 1853, and 1870. Towards the end of the year 1800 K. Tauschanowicz

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drew up a draft of an industrial code, which, however, like the Radowanowic (1903) Radiwojewic and Stojanowic drafts, was dropped. When J. N. Prodanowic assumed the office of Minister of Political Economy, he appointed a large commission, consisting of officials of the Ministry of Political Economy, Deputies of the House of Representatives, representatives of commerce, industries and handicrafts, and representatives of the workers, and entrusted to it the examination of these drafts. The decisions of this Commission were embodied in his own Bill (6/19th March, 1910), which, after discussion in Parliament (97th, 113th, 131st to 137th Sessions of the Skuptschina, 1910), became the Act of 29th June/12th July, 1910 (Extract E.B. VI., p. 191). The main purpose of the new Industrial Act is to adapt, while adhering to traditions as far as possible, the organisation of industry, hitherto exclusively founded upon the basis of the Guilds, to modern conditions, especially as regards development, the rise of the great iron industry and new industries outside the Guilds, production for world-markets, and the rise of the free wage-earning class, etc.

Both industrial employers and workers, according to the Act, have the right to organise themselves in unions for the protection of their economic and moral interests (Trade Unions). Assistants who are members of the compulsory associations (Guilds) of the masters, may, by means of a committee of assistants, take part in certain affairs of the association (regulation of the conditions of labour, election of the Committee of Examiners for the assistants' examinations, election of the Industrial Arbitration Court and the founding and administration of the Benevolent Institutions). Like the associated bodies of manufacturers, artisans and merchants, the workers may also elect, as supreme representatives of their interests, a Council to sit at Belgrade.

The expression "Trade Assistant Staff" in the Act comprises all persons, without distinction of sex, who are in constant employment in an industrial concern for the purpose of learning the trade, or in receipt of wages, whether their work is carried out on the premises of the employer or in their own dwellings. The contract of work is required to be drawn up in writing; except in the case of apprentices, the period of the contract must not exceed one year. Besides the usual regulations respecting notice and the termination of the contract without notice, the Act contains the express recognition of the right to strike and the right to lock out in the following terms: "The labour contract may also be cancelled before the expiration of these notices, without claim for damages, should a strike or lock-out take place in that particular factory. A strike shall be considered to exist if more than one-half of the workers in the works in question, exclusive of apprentices, shall have quitted their work, and a lock-out shall be considered to exist when more than half of the workers shall be discharged collectively for a considerable period. For such workers as are not on strike or are not locked out, as also for the apprentices, the labour contract shall still remain in force, should the employer declare himself ready to continue work." (§56.)

There is in the Act a regulation not contained in the original Bill, viz.: that workers from abroad who have received an advance on their wages from the employer shall not strike or take part in any strike, so long as they have not repaid the sum advanced or done work of the equivalent value, and no workers who have claims for wages may be locked out.

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In the case of strikes or lock-outs, the workers must deliver up, at the request of the employer of the undertaking, any tools or materials entrusted to them, and quit the factory and the works premises. The Bill contained a clause, not in the Act, requiring the police, if they should prohibit the strikers or locked-out workers from remaining in the vicinity of the works, to permit them to inform the other workers through the intermediary of representatives, that a strike or lock-out was in progress in the works in question, and that when this occurred in a peaceful manner the action of the workers should not be punishable. The days of rest prescribed are Sundays, the second festival-days of Easter and Whitsuntide, both the Christmas holidays, and public holidays. The period of rest for a holiday must consist of 36 hours, and in the case of two consecutive holidays, 60 hours. The following industries are completely exempt from the regulations relating to the day of rest, viz. : public-houses, photographers and undertakers ; up to 1 o'clock in the afternoon, bakers', butchers', hairdressers', florists', fruiterers', greengrocers', tobaccoists' and newsvendors' shops ; both categories subject to the granting of another period of rest in substitution. The close of work on Saturday evenings and paying-off time must be fixed for industrial undertakings at 5 o'clock, for handicraft undertakings at 6 o'clock, for hairdressers' shops and business establishments at 9 o'clock, in the evening.

As regards the daily working hours, the Act provides, as prescribed in the Bill, that for both industries and handicrafts the maximum day, including the intervals of rest, shall be 10 hours ; for business establishments the Bill left undecided the regulation of the working hours of the staff ; but the time for keeping shops open was limited to the period between 5 or 6 o'clock in the morning, summer and winter respectively, and 8 o'clock in the evening. The Act, however, prescribes for business establishments a maximum working day (12 hours), and leaves, in view of the variety of the local conditions, the regulation of the time of opening and closing to be dealt with in the regulations for the administration of the Act. In the case of seasonal trades, the Minister is free to allow 2 hours' overtime for which special remuneration must be paid ; the limitation of such overtime to 60 days during the year, which was provided for in the Bill, was dropped. The midday interval must consist of at least 1 hour, and in the case of workers occupied in the sun during summertime, of $2\frac{1}{2}$ hours. Night-work (between 8 o'clock in the evening and 5 o'clock in the morning in the summer, or 6 o'clock in the morning in winter) is forbidden for women and young persons under 18 years of age (16 years of age in the Bill).

For industrial undertakings there are special regulations. Under this head are included : works with motor power where more than 15 workers are employed, and works without motor power employing more than 25 workers (in the Bill 10 and 20 respectively), including apprentices. The Minister of Political Economy is required to prohibit or limit the employment of young people under 16 years of age, and of women, in industrial undertakings which are injurious to health or dangerous. Young persons of less than 16 years of age may not be employed more than 8 hours in the day ; for this class of workers and for women, the prohibition of work on holidays is rigidly enforced. Women may not be employed for 6 (in the Bill 4) weeks before and after confinement. With regard to night-work in factories the draft prescribed in §67 : " In factories night-work is prohibited. By way of exception, the Minister of Political Economy may allow the employment of workers over 15 years of age on night duty, but only in works in which the operations cannot, for technical considerations, be interrupted, or in case of seasonal necessity which cannot be avoided.

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But even in these cases the legally prescribed maximum of 10 hours in every period of 24 hours shall not be exceeded." This absolute prohibition of night-work was, however, struck out in the Skupshtina, and the Act merely restricts night-work in factories and workshops to 10 hours.

Further Sections regulate conditions of apprenticeship, the Industrial Arbitration Courts (competent for disputed amounts up to 200 dinars), and jointly managed Labour Exchanges.

The employer is liable for accidents which occur to workers without fault on their part, and he has in certain cases the right to claim against a third person. Workers subject to the Act are required to insure against illness and accident. The optional branches of insurance (invalidity, old age and death) may, at the request of the majority of the workers, be declared by the respective Councils, and with the approval of the Minister of Political Economy, to be compulsory. The insurance is effected by the local Workmen's Insurance Associations. The advantages obtained by insurance are as follows :—

(1) in the case of illness : medical attendance, medicines, hospital nursing, and an allowance during illness of at least one-half of the day's wage. Women workers receive the same sick-pay 6 weeks before and 6 weeks after their confinement ;

(2) In the case of accident : medical attendance and an allowance to the amount of one-half of the wage ; in the case of death, compensation as under (5) ;

(3) In the case of disablement : relief according to the amount of contribution paid ;

(4) In the case of old age : an allowance according to the amount contributed ;

(5) In the case of death : burial money to the amount of 1 month's wages ; 30 per cent. of the sum insured for the widow and 5 per cent. for each child, or, should the mother be no longer living, 20 per cent. to the eldest child, 10 per cent. to the second, third and fourth, and 5 per cent. to each further child.

The premiums are borne in the proportion of half by the employer and half by the worker. The State contributions to the Insurance Fund amount to 100,000 dinars yearly. The administrative and supervisory bodies of Insurance Associations, and of their local Unions, consist of equal numbers of employers and workers.

[See also 2·11, Union of South Africa.]

2·01. PROTECTION OF CHILDREN, YOUNG PERSONS AND WOMEN : APPRENTICESHIP.

AUSTRIA. It is provided in Article 5 of the International Convention concluded at Berne on 26th September, 1906 (Text E.B. I., p. 272), relating to the prohibition of the night-work of women in industrial occupations, that each of the contracting States is required to take the necessary administrative measures for ensuring the strict enforcement of the Convention in its territory. After both Houses of the Austrian *Reichsrat* had, on the 19th and 29th of December, 1908, respectively, given their assent to the Convention (see Notification of 1st February, 1911, Text E.B., V., p. 106, No. 1), the Government

laid before the Lower House on 24th February, 1910, a Bill intended to carry out the obligations embodied in the International Convention (for the Text of the Bill and explanatory notes, see *Soziale Rundschau*, 1910, I., 404). The legal prohibition already existing in Austria as regards the night-work of women (Industrial Code, §§95, 96b and 96c) was extended by the Bill in two directions. §95 of the Industrial Code had forbidden, in principle, the employment of young persons of both sexes before the completion of their 16th year, in regular industrial employment during the night (*i.e.*, from 8 o'clock in the evening till 5 o'clock in the morning), but had provided that, for certain classes of industry, taking into consideration conditions of climate and other important circumstances as well, exceptions might be granted by order (Ministerial Order of 27th May, 1885, R.G.Bl., No. 84). Furthermore, under §96c of the Industrial Code, although the night-work of women of any age was specially prohibited in industrial undertakings carried on as factories, yet the undertakings in which from their nature, an interruption in the work was impossible, or where there existed, in view of the needs of the industry, a cogent necessity to work in shifts, might be specified by Order, and the employment of women at night accordingly permitted (Ministerial Order of 27th May, 1885, R.G.Bl., No. 86). Finally, §96c of the Industrial Code, had extended this prohibition of night-work by women of any age also to railway undertakings and other constructional works employing more than 20 persons under one management. Now the Bill, in accordance with the international agreement, forbade on the one hand the employment of women of more than 16 years of age on night-work in all industrial undertakings where more than 10 workers were employed, in so far as they could be classified as "industrial" within the meaning of §2 of the Bill; on the other hand, the proposal extended beyond the scope of the Industrial Code, inasmuch as it would impose the prohibition of night-work in all undertakings regarded as "industrial" within the meaning of §2, where more than 10 workers were employed. In §2 all establishments were defined as "industrial" where the production took place, for purposes of gain, of articles for sale, or the working up and preparation of materials was carried on, including building undertakings, but excluding agriculture and forestry (Urproduktion), mining for reserved minerals, and also the business of keeping inns and public-houses. The Bill specially provided that in industrial undertakings in which more than 10 workers were employed, women and girls without distinction of age should not be employed during the night (*i.e.*, from 8 o'clock in the evening until 5 o'clock in the morning), and that the night's rest for the said persons must amount to at least 11 consecutive hours. In cases of interruption of work which cannot be foreseen, and not periodically recurring, due to *force majeure*, as also in industrial undertakings where raw materials are prepared or materials are worked up which are subject to very rapid deterioration, the prohibition of night-work was not to apply to women over 16 years of age. Also, in seasonal industries and on the occurrence of exceptional conditions in any undertakings coming under the Act, the 11 hours night's rest might be reduced, on 60 days in the year at most, to 10 hours, and the commencement of the night's rest might be deferred, in the case of women over 16 years of age, to 10 o'clock in the evening. 1st January, 1911, was the date contemplated for the Act to come into force.

The Committee on Social Legislation of the Lower House, which had the Bill under consideration on 17th and 18th March, 1910, accepted it with the following rather important amendments :

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(1) The exceptions to the prohibition of night-work by women to be restricted to women who have completed their 18th year (Government proposal, 16th year) ;

(2) Claims for a longer term of application of the legal exemptions to be subject to the consent of the political authority of first instance ;

(3) The number of days on which, in seasonal industries and where exceptional conditions occur, the night's rest of women may be reduced to 10 hours, and the commencement of the night's rest deferred to 10 o'clock in the evening, to be reduced to 40 in the year (Government proposal, 60 days) ;

(4) The exceptions allowed in the case of raw sugar factories to the prohibition of the night-work of women in undertakings carried on as factories only to remain in force up to the end of 1914 (Government proposal, 1918).

After a short debate the Bill was accepted by the Lower House on the 3rd June, 1910, in all three readings. The Upper House, in which the resistance of the sugar manufacturers was brought to bear, delayed the third reading of the Bill until the 17th January, 1911, although consent was then given to it on condition that the date for its being put into force should be altered to the 1st August, 1911. On the 25th January, the Committee on Social Legislation of the Lower House agreed to the resolution of the Upper House, and at the sitting of the 17th February the Lower House accepted the text adopted by the Upper House after expression had been given by the reporter of the Committee and by various speakers to the regret that the delay caused by the Upper House in the execution of an international agreement "cannot be justified on serious technical grounds, and that consequently it will appear as if Austria were a reactionary country in matters of social legislation, and had not sufficient power in herself to fulfil promptly international agreements" (Reporter Dr. Drexel, Stenographisches Protokoll des Hauses der Abgeordneten, Session XX., Sitzung 88, p. 5099). The Act is dated 21st February, 1911 (Text E.B. VI., p. 119, No. 2).

According to §4 of the Austrian Act dated the 21st February, 1911 (Text E.B. VI., p. 119, No. 2), the Minister of Commerce may, after consultation with the Chamber of Commerce and Industry, indicate those classes of industrial undertakings in which, when working with raw materials, or materials subject to rapid deterioration, the prohibition of night-work for women over 18 years of age shall not apply, in case such work should be necessary in order to prevent the otherwise unavoidable loss of the said materials. By a Ministerial Decree dated 29th July, 1911 (Text E.B. VI., p. 122, No. 7), this exception has been granted to dairies and undertakings for the production of preserved food.

BELGIUM. An Act to bring into force the International Agreement dated the 26th September, 1906 (Text E.B. I., p. 273), concerning the prohibition of the night-work of women employed in industrial undertakings, was adopted in Belgium on 10th August, 1911 (Text E.B. VI., p. 156, No. 27). In regard to the scope of application of the prohibition of night-work, the Belgian law exceeds the limits of the agreement by including under the prohibition—in addition to industrial undertakings in which more than 10 male and female workers are employed—all undertakings which employ less than 10 workers, and which are subject to the Act respecting the employment of

women and children, dated 13th December, 1889. This reference to the Act of 1889 makes it also possible to extend the prohibition to home industries classed as dangerous, unhealthy, or injurious, or where boilers or engines are at work, although the agreement excludes home industries from such regulation. Also in regard to the hours to be included within the night-rest of 11 hours, the Act goes further than is required by the Agreement. While for this purpose the latter has fixed the hours between 10 p.m. and 5 a.m., the Belgian Act generalises §6, paragraph 1, of the Act of 13th December, 1889, applying to women under the age of 21, according to which the said hours are reckoned from 9 p.m. The other Sections correspond with the terms of the Agreement concerning exemptions, and determine, in harmony with analogous provisions of the Act of 1889, which authorities shall be entitled to allow the exemptions provided for in the agreement. §6 of the Act dated 13th December, 1889, which empowers the King to allow the employment of girls and women under the age of 21, between the hours of 9 p.m. and 5 a.m., in work "which, from its nature, must not be interrupted or delayed, or which can be carried out only within definite hours"—that is to say, therefore, in work in industries with continuous processes, is expressly repealed except in so far as it still applies to protected persons of the male sex. The Act came into force on the 1st of January, 1912. As regards the right, reserved in the Agreement, to postpone for ten years the application of the prohibition to beetroot sugar factories, wool combing and spinning, and surface work in mines, which, for climatic reasons, must be idle during four months in the year, the Act only makes use of this provision in the case of wool combing and spinning mills, and this only as far as adult women are concerned. In accordance with the Agreement, it is stipulated that the duration of the uninterrupted night's rest for women over the age of 21 may be restricted to 10 hours during the transition period, terminating on the 1st January, 1915.

DENMARK. Notifications respecting the employment of children and young persons in certain occupations have been issued in the following additional towns in pursuance of §1, paragraph 2, of the Danish Act of 11th April, 1901 (Text G.B. I., p. 13), respecting work in factories and similar establishments, which provides that in branches of industry not coming under the Act according to §1, paragraph 1, on the proposal of a local administration, the employment of children attending school may be restricted or entirely prohibited by Order of the Minister of the Interior, after consultation with the Labour Council (see, Beretning fra Arbejdsraadet for tiden fra 1 Oktober, 1909, til 30 September, 1910), viz.: Ringsted (amendment) on 28th June, 1910; Svenborg on 13th July, 1910; Roskilde on 16th July, 1910; Hjørring on 20th October, 1910; Hølsebro on 10th May, 1911; Fredericia on 19th June, 1911; Silkeborg on 21st July, 1911.

FRANCE. A French Ministerial Circular of 30th March, 1910 (Title E.B. VI., p. 163, No. 6), explains the Decree of the 17th February, 1910 (Text E.B. V., p. 236), by which, in amendment of §1 of the Decree of 15th July, 1893, night-work between 9 and 11 p.m., as contemplated in §4 of the Act of 2nd November, 1892, was restricted to the making of mourning millinery and clothing. The circular calls attention especially to the concession allowing the district inspectors to grant permission for overtime work during the day, for a fixed number of days, without indication of date; in this case the employers are required, as hitherto, when applying for permission to work at

night, to comply with the provisions contained in the Decree of 15th July, 1893, relating to the notification of overtime and the posting up of permits.

In another circular, dated 3rd May, 1910 (Title E.B. VI., p. 165, No. 19), the Minister for Labour requests that the industrial inspectors shall not interpret too literally the provisions of the Decree of 28th December, 1909 (Text E.B. V., p. 230, No. 6), limiting the weights that may be carried, etc., by children and women, and to state, with reference thereto, whether the maximum load for hauling or pushing prescribed for women and contested from various quarters, is properly proportioned to the maximum load which may be carried.

§5 of the Decree of 15th July, 1893/3rd July, 1908 (Text E.B. III., p. 358, No. 5), indicated those trades "in which the limits placed upon the period of labour may be temporarily relaxed by the Divisional Inspector in the case of children of less than 18 years of age and women of all ages"; a Decree dated 12th May, 1910 (Text E.B. VI., p. 165, No. 20), adds china decoration to these industries.

GERMANY. A German Notification of 4th June, 1910, relating to the employment of women in dairies, etc., issued in pursuance of §§139 (a) and 154, paragraph 3, of the Industrial Code (Text E.B. VI., p. 9, No. 1), takes the place of the Notification of 10th June, 1904 (Text G.B. III., p. 159). The modifications introduced relate to the scope of application (1910: undertakings in which at least 10 persons are regularly employed, or where machinery worked by mechanical power is used not merely temporarily; 1904: undertakings which are to be regarded as factories or workshops, using motor power), the periods of validity of exemptions (1910: throughout the year; 1904: from 1st April to 1st October), the arrangement of the working hours (1910: between 4 a.m. and 9 p.m.; 1904: between 4 a.m. and 10 p.m.), the three hours' mid-day rest (1910: for all women employed after 8 o'clock; 1904: after 8.30 p.m.). Two *Prussian* Decrees, dated 18th June and 2nd December, 1910 (Titles E.B. VI., p. 14, No. 7, and p. 15, No. 14), explain the new provisions.

A Notification of 25th November, 1910 (Text E.B. VI., p. 10, No. 3), contains the usual annual extension of the application of §§9 and 10 of the Notification relating to zinc smelting, of 6th February, 1900, which prohibits the employment of women and young persons at the distilling furnaces, in the loading and conveyance of the ashes from the fires, and in the screening and packing of the by-products obtained from zinc distillation, and which allows the employment of women on other occupations requiring their presence in the distilling rooms, and especially in the charging of the furnaces with the metal and alloys, only before the commencement or after the termination of the said furnace operations.

In connection with the Imperial Act concerning the employment of children in industrial undertakings dated 30th March, 1903 (Text G.B. II., p. 1, No. 2), the following administrative regulations have been issued in *Württemberg*: (1) Decree of the Ministries of the Interior and of Ecclesiastical and Educational Matters relating to the administration of the said Imperial Act of the 10th December, 1903 (Reg. Bl., p. 570), and of the 12th September, 1905 (Reg. Bl., p. 224); (2) Decree of the Ministry of the Interior of the 15th December, 1903 (Amtsblatt des Ministeriums des Innern, p. 601); (3) Decree of the Ministry of Ecclesiastical and Educational Matters of the 16th December, 1903. A Notification of the Ministry of Ecclesiastical and Educational

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Matters dated 17th July/1st September, 1909 (Official Gazette, p. 109), reprints the Imperial Law and the administrative regulations "in order that the School Authorities may again make themselves acquainted with the same, and thus be in a position to promote and assist in the carrying out of the details of the law for the protection of children." A Decree of the Ministries of the Interior and of Ecclesiastical and Educational Matters dated 2nd October, 1911 (Text E.B. VI., p. 239, No. 8), makes further regulations for the co-operation of the authorities of elementary schools in regard to the administration of the Act relating to the protection of children. The class teachers must ascertain every year, by inquiries, which of their pupils are employed in industrial work, and must enter the result of their inquiries, with any possible alterations which might occur in the course of the school year, in a special list. A copy of the complete lists must be forwarded on or before the 1st June of every year to the local School Office, which in turn forwards it on to the Industrial Inspectorate. An inspection of the lists may be granted to the said authorities and to the School Inspectors but not to other Departments; in particular, not to Police Authorities or private parties.

Hesse. A provision in the instructions for the administration of the Act of 16th December, 1903, relating to the employment of children (Text G.B. III., p. 15, No. 6) to the effect that notice as to the intended employment of children must be given by the employer even in cases where the children are employed by their own parents, etc., in delivering goods, etc., for third parties, has been deleted by a Notification, dated 6th May, 1909 (Text E.B. VI., p. 114, No. 1).

Mecklenburg-Strelitz. Rules were issued on the 2nd June, 1909, for regulating apprenticeship in works carried on by hand labour (Title E.B. VI., p. 115, No. 1); by a Notification dated 16th October, 1909 (Title E.B. VI., p. 115, No. 2), the local authorities are requested to notify to the Mecklenburg Chamber of Handicrafts every legal withdrawal of the right to instruct apprentices.

The Notification of the Federal Council of the 8th December, 1909 (Text E.B. V., p. 75, No. 4), relating to the employment of young persons in the treatment of fibrous substances, animal hair, or rags, has given rise to the following administrative regulations: *Württemberg*—Decree dated 17th December, 1909 (Title E.B. VI., p. 114, No. 9); *Brunswick*—Notification dated 23rd December, 1909 (Title E.B. VI., p. 116, No. 4); *Schwarzburg-Sondershausen*—Administrative Regulation dated 24th December, 1909 (Title E.B. VI., p. 116, No. 3).

GREAT BRITAIN AND IRELAND. A British Act, dated 28th November, 1910 (Text E.B. VI., p. 36, No. 7), empowers the County Councils and Borough Councils in their capacity as local education authorities to assist boys and girls on leaving the elementary schools with information and advice in the choice of employment. In order to facilitate harmonious co-operation with the Board of Trade, to which the Labour Exchanges are subject, in accordance with the Act of 20th November, 1909 (Text E.B. V., p. 21), and in order to avoid overlapping, the measures taken by the Local Educational Authorities are subject to the approval of the Board of Education.

ICELAND. An Act, dated 30th July, 1909 (Text E.B. VI., p. 177, No. 2), regulates commercial apprenticeship. It provides that children under the age of 12 years shall not be employed as apprentices; and that apprenticeship

agreements with young persons under 18 years of age shall be in the form of indentures, and contain particulars in regard to the duration of the apprenticeship (five years at most) and the form of the wages, which may be paid in kind or wholly or partly in cash. For apprentices under 18 years of age the working hours, including technical instruction and the breaks amounting to two hours, must not exceed 12 hours per diem; between the hours of 9 p.m. and 6 a.m., and on Sundays and holidays, the apprentices may only be employed in cases of emergency. Every apprentice is entitled to 10 days' holiday during the summer and, in case of illness not due to his own fault, to hospital treatment or wages during six weeks. Disputes arising out of apprenticeship indentures are to be settled by arbitration.

ITALY. In order to promote primary school instruction and the carrying out of the Education Act of 8th July, 1904, the Italian Act of 7th July, 1907, relating to women and child labour (Text E.B. II., p. 292) increased the stringency of the educational requirements necessary before children might be admitted to work. Children already employed at the time of the coming into force of the Act were accorded a term of three years (up to 1st July, 1910) for the completion of their school education. A too stringent application of the legal provision was, nevertheless, contrary to the interests of the industry as well as to those of the workers; accordingly an Order, dated 14th June, 1909 (Text E.B. V., p. 288, No. 2), permitted the admission to work of children and women under age who did not possess the educational qualifications prescribed by the Act, subject, however, to the condition that this instruction should be imparted to them within three years. As two years had already elapsed between the issue of the Act and the Order, it appeared desirable to extend the time for the completion of the required stage of instruction for a further two years (up to the 1st July, 1912), and, likewise the admission up to the 30th June, 1912, of children whose instruction was incomplete. On 10th June, 1910, the Government submitted to the Chamber of Deputies the draft of an Act drawn up to this effect. The Committee of the Chamber of Deputies gave their approval to the Bill; in order to surmount the difficulty of the different treatment required for the respective sexes, as regards the school certificate, a provision was added, according to which the obligation of proving school attendance as prescribed above, for both sexes, expires on reaching the age of 15, and women under age should only be required to keep an employment book for the purposes of the protection of health. This form of the Bill was accepted by the Chamber of Deputies on the 16th, and by the Senate on the 29th June, 1910, and the Act became law on 3rd July, 1910 (Text E.B. VI., p. 84, No. 2).

SPAIN. An Order, dated 27th September, 1910 (Title E.B. VI., p. 27, No. 5), empowers the Minister of the Interior to submit to the Cortes a bill in regard to the prohibition of night-work for women.

The Decree of 25th June, 1908 (Text E.B. IV., p. 138, No. 2), prohibits in §2 (4) the employment of young persons under 16 and of women under age in industries where bark is prepared. Frequent petitions were addressed to the Institute of Social Reform by the cork manufacturers, raising the objection, which was supported by the inspectors of labour, that the reason for this prohibition, namely, the generation of injurious dust, had been removed by the introduction of apparatus for the removal of dust. As a result, an Order, dated 3rd May, 1911 (Text E.B. VI., p. 311, No. 11), repeals the prohibition in

factories engaged in the manufacture of corks, where, in the opinion of the industrial inspectors and of the Institute of Social Reform, methods are employed which entirely prevent the workers from inhaling the dust.

§10 of the Act of 13th March, 1900, respecting the employment of women and children, and §16 of the Administrative Order of 13th November, 1900, provide that young persons seeking employment may only be engaged if they are in possession of a permit from their parents, ratified by the Authorities, of an extract from the Civil Register and of a certificate of fitness. A Decree, dated 6th July, 1910 (Title E.B. VI., p. 310, No. 4) orders the authorities to draw up these certificates without charge, and provides that the necessary number of forms for the purpose shall be supplied free by the Institute of Social Reform.

An Order, dated 15th May, 1911 (Title E.B. VI., p. 311, No. 12), exempts from stamp tax the age certificates issued by the Civil Registries for the exclusive purpose of the admission to work of children, young persons and women.

NATAL. In pursuance of §116 of Law 25 of 1891, respecting Indian Immigration, the Indian Immigration Trust Board issued, on the 27th May, 1910 (Text E.B. VI., p. 49) rules for the protection of women before and after confinement. These rules prohibit the employment of pregnant women after the expiration of seven months of pregnancy and of the mothers of children under three months of age. During this time the employer must give every woman the minimum food and rations provided by the contract. Where not less than twenty Indian immigrants are employed all Indian women must, with their young children, be mustered every month for examination by the Indian medical officer.

NETHERLANDS. §5 of the Dutch Labour Act of 5th May, 1889, provides in paragraph 4, added by the amending Act known as the "Spießgesetz," dated 21st October, 1902 (Text G.B. I., p. 668, No. 5), that in the official regulations relating to one or more communes the employment of women over 16 years of age on the skewering of herrings at night, may be permitted under certain conditions for a period of 8 hours at the most, namely, from 1st October to 15th March, up to 12 o'clock at night, and from 15th March to 1st June up to 2 o'clock a.m. The order for carrying out this provision of the Act, issued on 18th March, 1903 (Text G.B. II., p. 686, No. 8), was amended by Decrees in 1909 and 1910. In pursuance of the Decree of 10th August, 1909 (Title E.B. VI., p. 85, No. 2), the words "the competent inspector" were replaced in every case by the words, "the Chief District Inspector of Labour," in accordance with the reorganisation of the Dutch system of labour inspection carried out in the meantime. The principal modifications introduced by the Decree of 14th February, 1910 (Text E.B. VI., p. 88, No. 14), are as follows :—The Minister may permit, in the commune of Huizen, women to be employed on herring skewering on 25 occasions at the most (instead of 15) up to 2 o'clock a.m. A medical certificate showing that she can perform the work without injury to her health must henceforth be held by every woman so employed. Coupons must be attached to the certificate, filled up by the manager before the commencement of work, and sent in to the Mayor by 2 o'clock p.m. at the latest. The regulations relating to workrooms and lighting are made less stringent. The remuneration for overtime must exceed the ordinary hourly wage by 0.10 gulden per hour, and the employer is required to keep a book, in which to enter the extra payments for overtime.

The Decree of 12th July, 1909 (Text E.B. V., p. 135, No. 23) permitted on certain conditions for a certain temporary period the night employment of young workers (for those of 14 years of age, 1 year; for those of 15 years of age, 2 years) in smelting and annealing furnaces in glass works. A Decree of 27th July, 1910 (Text E.B. VI., p. 92, No. 17) extends this transitional period for both classes of young workers to the 1st August, 1911.

PORTUGAL. In execution of the International Convention of Berne of 26th September, 1906 (Text E.B. I., p. 273), the night-work of women has been prohibited in Portugal by a Decree dated 24th June, 1911 (Text E.B. VI., p. 188), which applies to women of all ages in industrial establishments where more than 10 persons are employed. According to a circular issued by the General Board of Commerce and Industry on 7th November, 1908 (Boletim do Trabalho Industrial, 1908, No. 23, p. 23), which forms an integral part of the Decree, the following industries are accordingly subject to the prohibition:—(1) mining; (2) stone industry; (3) metallurgical industry; (4) ceramic industry; (5) glass industry; (6) chemical industry; (7) preparation of food (solid food); (8) preparation of food (liquids); (9) textile industry; (10) clothing and allied trades; (11) shoemaking industry; (12) leather and allied trades; (13) building trades; (14) wood and furniture industry; (15) paper industry; (16) printing and allied trades; (17) manufacture of objects of art and instruments of precision; (18) tobacco industry; (19) electrical industry; (20) wagon works; (21) small and special industries*; (22) carrying trade. On the other hand, the following are excluded:—Shows and performances, shipping, agriculture, fishing, salt mining, restaurants, etc., and commercial occupations. As regards the duration of the night's rest (11 hours), the period of transition during which the night's rest may be reduced to 10 hours (three years), and the cases in which exceptions may be allowed, the Decree follows exactly the lines of the Berne Convention of 26th September, 1906 (E.B. I., p. 272). Power to grant permission for exceptions is vested in the Industrial Inspectors. In wool-carding and spinning works, in mining works carried on in the open air where work is suspended for at least three months every year, and in raw beet sugar factories, the Decree does not come into force until 1919. Contraventions are to be reported on and tried in the Courts. The Industrial Inspectors must report specially on the administration of the Decree in their annual reports.

SWEDEN. In pursuance of §4 of the Act prohibiting the night-work of women, dated 20th November, 1909 (E.B. V., p. 66), which, in accordance with Art. 3 (2) of the International Convention of 26th September, 1906 (Text E.B. I., p. 272) authorises the Government to allow exceptions to the prohibition of night-work in the preparation of materials subject to rapid deterioration, two Proclamations dated 9th June and 11th August, 1911 (Text E.B. VI., pp. 215, 216, Nos. 1 and 2), allow certain exemptions in the preparation of preserved fruit and vegetables and the salting of herrings. In the first case, women over 18 may be employed in the night-time (between 10 p.m. and 5 a.m.) during the months of June, July, August and September, and in the second case from 15th August to 15th November. The Factory Inspector must be notified when night employment is to begin and when it

* Under this are included: the manufacture of brushes and paint brushes, pencils, penholders, and rulers; of springs and pegs; of pins and hooks; and of rubber stamps; rag-sorting; farriers' works; the manufacture of substances for extinguishing fire; the preparation of lighting substances.

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ceases. The same person must not be employed on night-work more than every alternate week. The total hours of night-work may not exceed 12 (or 13 during a period of transition of three years, *i.e.*, 1911-13), and must be broken by suitable periods of rest, one of which must amount to at least one hour.

SWITZERLAND. The State Council of the Swiss Canton of *Basle (Town)* in pursuance of §§30, 15, 17, and 26 of the Act relating to apprenticeship of 14th June, 1906 (Text E.B. I., p. 202), issued on 19th January, 1910 (Title E.B. VI., p. 219, No. 1), regulations relating to the obligation of male apprentices of trade occupations to attend primary and technical courses and to obtain apprenticeship certificates. In amendment of the regulations of the 15th December, 1906 (Text E.B. I., p. 566), relating to the regular night-work of apprentices, a Government resolution dated 9th February, 1910 (Extract E.B. VI., p. 219, No. 2), grants certain concessions as regards night-work to bakers, confectioners, public-house keepers, and hairdressers.

[See also:—1.0, German Empire, Austria, France, Portugal; 2.00, Bremen, Hamburg, India, Japan, Saxony, Servia, Württemberg; 2.03, Great Britain, Württemberg; 2.11, Belgium, Spain, Union of South Africa; 2.18, Appenzell-A-Rh., New Zealand; 2.192, Austria; 2.21, Great Britain and Ireland; 2.6, Austria, Great Britain, United States of America; 4.1, Württemberg.]

2.02. HOURS OF WORK ; SUNDAY REST.

AUSTRIA. The Austrian Office of Labour Statistics published at the end of 1909 a compilation of all the Sunday rest regulations for establishments coming under the Industrial Code in force on 1st December, 1909 (*Vorschriften über die Sonntagsruhe im gewerblichen Betriebe Oesterreichs*, Vienna, 1909, 142pp., price 2kr.). Since that date the following regulations on this subject have been issued by provincial authorities:—

Lower Austria.

Decree of 16th November, 1910; Z. 3455/17. (*Soziale Rundschau*, 1910, II., 987.)

Upper Austria.

Order of 21st September, 1910; L.G.Bl., Nr. 47. (*S.R.*, 1910, II., 666.)

Salzburg.

Order of 8th January, 1910; L.G.Bl., Nr. 11. (*S.R.*, 1911, I., 472.)

Order of 9th December, 1910; L.G.Bl., Nr. 77. (*S.R.*, 1911, I., 472.)

Notification of 5th May, 1911; L.G.Bl., Nr. 28. (*S.R.*, 1911, I., 1133.)

Littoral.

Order of 8th February, 1911; L.G.Bl., Nr. 10. (*S.R.*, 1911, I., 473.)

Tyrol.

Order of 9th January, 1910; L.G.Bl., Nr. 7. (*S.R.*, 1911, I., 475.)

Order of 14th February, 1910; L.G.Bl., Nr. 22. (*S.R.*, 1911, I., 475.)

Order of 22nd May, 1910; L.G.Bl., Nr. 44. (*S.R.*, 1911, I., 477.)

Order of 26th May, 1910; L.G.Bl., Nr. 47. (*S.R.*, 1911, I., 477.)

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Orders of 22nd August, 1910 ; L.G.Bl., Nrs. 76 and 77. (S.R., 1910, II., 870, 871.)

Order of 3rd February, 1911 ; L.G.Bl., Nr. 21. (S.R., 1911, I., 771.)

Moravia.

Order of 5th January, 1911 ; L.G.Bl., Nr. 6. (S.R., 1911, I., 478.)

Silesia.

Order of 6th May, 1911 ; L.G.Bl., Nr. 22. (S.R., 1911, I., 921.)

Galicia.

Notification of 15th May, 1911 ; L.G.Bl., Nr. 73. (S.R., 1911 I., 921.)

Dalmatia.

Order of 11th May, 1910 ; L.G.Bl., Nr. 17. (S.R., 1911, I., 479.)

Notification of 22nd April, 1911. (S.R., 1911, I., 771, 922.)

Orders respecting the closing of shops have been issued as follows :—

Carinthia.

Order of 3rd April, 1911 ; L.G.Bl., Nr. 24. (S.R., 1911, I., 922.)

Tyrol.

Order of 20th July, 1910 ; L.G.Bl., Nr. 67. (S.R., 1910, II., 466.)

Order of 27th December, 1910 ; Z., 85, 161. (S.R., 1911, I., 418.)

Bohemia.

Order of 8th July, 1910 ; L.G.Bl., Nr. 34. (S.R., 1910, II., 465.)

Silesia.

Order of 11th October, 1910 ; L.G.Bl., Nr. 43. (S.R., 1910, II., 872.)

In addition, Ministerial Orders respecting the closing of shops have been issued for the following watering-places :—On 28th April, 1910, for Franzensbad, Karlsbad and Marienbad (R.G.Bl., Nr. 90 ; S.R., 1910, I., 826) ; on 1st July, 1910, for Baden, Gmunden, Bad Ischl Badgastein and Hofgastein (R.G.Bl., Nr. 129 ; S.R., 1910 II., 54) ; on 23rd July, 1910, for Dorna Watra (R.G.Bl., Nr. 143 ; S.R., 1910, II., 261.)

The Austrian Commercial Assistants Act of 16th January, 1910 (Text E.B. V., p. 202, No. 3), provides, in §11, that, after consultation with the bodies legally representing the interests affected, the provisions of the Industrial Code respecting Sunday rest and hours of work may be extended to other employments coming under the Act, but not subject to the Code. In pursuance of this provision, a Ministerial Order, dated 30th June, 1911 (Text E.B. VI., p. 240, No. 1), prohibits Sunday work in the offices of lawyers and notaries public, on and after 1st January, 1912. The personal work of principals themselves without the assistance of employees and the services of employees on urgent business or in places where, owing to special circumstances, permission is granted by a Council of lawyers and notaries public, are excepted. In return for this Sunday work, which must not exceed two hours in the forenoon, the employees must be granted a half-holiday on a weekday. In the

Superior Judicial Circuits of Cracow and Lemberg, Sunday work is permitted, provided that the employees are given a 24-hour holiday on another day in the week, according to their religious belief. On festivals employees must be given the necessary time to attend morning service likewise, according to their religious belief.

BELGIUM. By §5 (2) of the Belgian Sunday Rest Act, of 17th July, 1905 (Text E.B. IV., p. 149, No. 2), the Government is empowered to allow the extension of the night shift until Sunday morning at 6 o'clock in industries in which work is carried on in shifts. This permission applies to a number of industries, in pursuance of the Decrees of 15th April and 18th August, 1907 (Text E.B. II., p. 218, No. 6, and p. 219, No. 9). A Decree, dated 3rd December, 1910 (Text E.B. VI., p. 131, No. 8), extends this concession also to syrup factories.

CYPRUS. The Sunday Holiday Act issued by the Cyprus Government on 4th April, 1907 (Title E.B. VI., p. 39, No. 1), to be valid for two years, prohibited the opening of and carrying on of work in grocers' shops, cook-shops, drinking shops, coffee-houses, confectioners' shops, barbers' shops, reading rooms, or premises occupied by a club or society, before a fixed hour on Sundays, namely, in the towns of Nicosia, Larnaca, Limassol, Famagusta, Ktima, and Kyrenia, before 9 a.m., and in other places before 8 a.m. By a later Act, dated 2nd June, 1908 (Text E.B. VI., p. 40, No. 3), this Act was repealed. The new provisions apply to municipal markets in addition to the above; the time for the earliest opening of the said concerns is fixed at 8 a.m., or in the summer months at 7 a.m., and the purchase or sale of articles of food and drink on the public streets is forbidden at times during which the shops are closed.

DENMARK. The exceptions to the prohibition of Sunday labour, which, in pursuance of §5 of the Danish Act of 22nd April, 1904 (Text G.B. III., p. 394, No. 1), may be permitted by the Minister of the Interior, consist of two classes. Class (a) comprises seasonal industries and those undertakings which are dependent upon wind or water power or other conditions of an irregular character; Class (b), those undertakings which, owing to their nature or in view of the necessity of supplying the population with provisions for their daily needs, demand uninterrupted work. In the first class at least one half of all Sundays must be granted as rest to the workers; in the second class every other Sunday must be accorded them. A Notification, dated 26th February, 1909 (Text E.B. VI., p. 25, No. 2), transfers gas works and electric light works from the second to the first class.

FRANCE. By a Decree dated 31st August, 1910 (Text E.B. VI., p. 166 No. 22), the weekly rest of special workers is regulated in undertakings where there are continuous furnaces, the separate classes being enumerated. In the case of establishments where work is carried on in two shifts, an uninterrupted rest must be accorded to the men, amounting to 24 hours at least, every other week, or to 18 hours at least every week, and, in addition, an annual rest of 26 days must be granted. In undertakings without alternating shifts the number of rest days may be reduced to 26 in the year, where the workmen in question work only between 5 o'clock in the morning and 9 o'clock in the evening, and at most 10 hours daily.

Where the work is carried on in three shifts with a weekly change of shifts, effected by working for a period not exceeding 12 hours, the weekly rest in respect of two successive weeks need be only 20 hours, subject to the condition that in the third week there shall be a 24-hour period of rest. The regulations respecting periods of rest must be kept always accessible to the inspection of the workers and the industrial inspectors. With the reservation of certain transitional provisions, the Decree came into force three months after its publication.

GERMANY : Prussia. As the Prussian Ministerial Decree of 10th December, 1909 (Title E.B. V., p. 90, No. 9) was interpreted as meaning that cutters in tailors' establishments might be employed on Sundays and holidays during the hours of sale, for certain kinds of work—as, for instance, measuring—which were not to be regarded as commercial but as industrial occupations (§105*b*, par. 1, of the Industrial Code), a Decree, dated 19th May, 1910 (Title E.B. VI., p. 14, No. 4) explicitly forbids this illegal employment of cutters or other industrial workers on Sundays and holidays.

PORTUGAL. A Decree dated 8th March, 1911 (Text E.B. VI., p. 189, No. 2), introduced a weekly day of rest. With the exception of the staff employed in shows and entertainments and in traffic undertakings (for the latter the weekly day of rest is fixed by regulations), every paid employee is entitled to claim a weekly day of rest. As a rule, this should fall on Sunday, and should last for 24 consecutive hours. In certain institutions and occupations (such as hospitals, public baths, inns and restaurants, the foodstuff industry, undertakers, power, gas and water works, loading and unloading operations, telephone businesses, newspaper printing offices), the employees may be given, in turn, some other day in the week. The dealers in articles required for carnival and other festivities may keep open their businesses on certain Sundays, in compensation for which they must grant their employees a day of rest on one of the three following working days. Bakeries must remain closed from 11 a.m. on Sunday until 11 a.m. on Monday, but the municipal authorities may, where local conditions render it desirable, fix the commencement of the period of rest for a different hour, either in regard to the whole of the trade or in regard to the baking of maize bread. The municipal authorities are also empowered to appoint a day other than Sunday as day of rest in regard to undertakings and places, should this be the means of preventing considerable loss to the undertakings concerned. It is also permitted to clean machinery in factories up to 12 noon on Sundays, and to employ workers on Sundays (provided they are granted another day of rest by way of compensation) on urgent repairs, or in connection with work for the prevention of accidents or losses, as also for the purpose of preventing the destruction of materials, or on work in connection with continuous processes. Infringements of the Act are punishable by fines of from 5 to 100 milreis. The proprietor is liable to these penalties if he supervises the work in person, and in all other cases the directors, administrators or managers are responsible.

SPAIN. In pursuance of the Spanish Decree of 5th December, 1910 (Title E.B. VI., p. 28, No. 11), cheap cafés (cafés económicos) are exempted from the obligation of the Sunday rest, as applied to public-houses, provided that they do not retail any alcoholic drinks. A Decree issued on 31st October, 1908 (Title E.B. IV., p. 151, No. 12), relating to the establishments of the syndicate of sellers of postcards, permitted the establishments of the Tobacco

Lease Company to sell tobacco, matches and postage stamps on Sundays; by a Decree dated 19th December, 1910 (Title E.B. VI., p. 28, No. 12), cigarette paper has been added to the list of goods the sale of which is permitted on Sundays.

A circular Order, dated 21st March, 1911 (Title E.B. VI., p. 311, No. 9), instructs the Civil Governors to devote themselves "with interest, zeal and energy" to the enforcement of the laws relating to Sunday rest. These instructions were all the more necessary in view of the fact that new attempts were continually being made to evade the law. A case of this kind is to be noted in the creation of Sunday markets and fairs by the Communal Authorities, the *Ayuntamientos*, for which purpose they relied on the Order of the 15th November, 1909, which brought the Communes Act of 1877 into operation again. But the Sunday rest legislation (Act of 3rd March, 1904; Text G.B. III., p. 167; Administrative Order of 19th April, 1905, Text E.B. III., p. 149; Decree of 12th May, 1906, Title E.B. I., p. 182, No. 2), makes permission for Sunday markets dependent upon strict proof of the traditional character or real need of such markets. In order to remove all doubts, an Order, dated 30th March, 1911 (Title E.B. VI., p. 311, No. 10), decrees that the provisions of the Sunday rest legislation are to apply as regards the power of Communal Authorities to institute Sunday markets, regardless of the Order of 15th November, 1909.

[See also :—1-0, Austria, France, German Empire, Portugal; 2-00, India, Japan, New Zealand, Servia; 2-01, Austria, Belgium, France, German Empire, Great Britain, Iceland, Netherlands, Portugal, Prussia, Sweden; 2-07, France; 2-08, Samoa; 2-11, Belgium, Great Britain, Spain, Union of South Africa; 2-18, Austria, Lubeck; 2-19, Austria, Prussia; 2-193, Austria, Bremen, Prussia; 2-194, Cameroon; 2-195, Appenzell-A-Rh., New Zealand; 2-6, Austria, German Empire, Great Britain.]

2-03. INDUSTRIAL HYGIENE; PREVENTION OF ACCIDENTS.

AUSTRIA. For the protection of persons occupied in the treatment of rags from danger to their health the Austrian Ministry of the Interior issued a Decree on 25th January, 1910 (Text E.B. VI., p. 16, No. 1), giving detailed instructions relating to the cleaning or destruction of the bandages, linen and clothing used in hospitals, and enjoining on medical inspectors to give special attention to this matter.

BELGIUM. The Act of 20th August, 1909 (Text E.B. IV., p. 286), prohibits, in §1, the sale, carriage and use of white lead in powder, lumps or cakes for purposes of painting. The regulation of the sale, carriage and use of this material for other purposes was to be dealt with by Order. On 20th July, 1910, an Order was issued in pursuance of this provision (Text E.B. VI., p. 123, No. 2), which makes the employment of white lead for other purposes than that of painting dependent upon a permit from the Minister of Industry and Labour, which permit may at any time be withdrawn, should the prescribed regulations not be observed. The necessary forms of application and permits for the handling of white lead are to be drawn up in accordance with the models prescribed in the Order of 25th July, 1910 (Text E.B. VI., p. 124, No. 3), and the register in which the results of the medical examination are recorded, is to be kept in accordance with Ministerial Order of 14th September, 1910 (Title E.B. VI., p. 127, No. 6). A further result of the Act of 20th August, 1909, is the rescinding of the Decree of 13th May, 1905 (Text F.B. IV., p. 216, No. 1). In place thereof the new Decree of 25th July, 1910 (Text E.B. VI.,

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p. 124, No. 4), comes into operation, which, in accordance with the legal prohibition of the employment of white lead in powder form, prescribes that white lead in the painting trade shall only be used in the form of a paste ground in oil. Also, the existing provisions relating to the production of white lead and other lead compounds contained in the Decree of 5th November, 1910 (Text E.B. VI., p. 127, No. 7), are made up to date by an amendment, which takes account of technical progress. Whereas the previous Decree of 31st December, 1894 (amended by the Decree of 17th November, 1902; Text F.B. I., p. p. 615, No. 3), contained many detailed regulations in regard to the particular occupations, which were found to be onerous in practice (the obligation of using masks, etc.), the new regulations aim, as far as possible, at the introduction of mechanical safety precautions.

By Decrees dated 30th December, 1910, and 28th February, 1911 (Text E.B. VI., p. 149, Nos. 17 and 18, and p. 151, No. 20), the following branches of industry have been added to the list of "classified" industries:—(a) the manufacture of sulphide and hydrosulphate of soda, hydrogen peroxide, sulphoricinic-acid, and alkaline sulphorcinates, and antimony salt, by the action of acids upon antimony oxide; (b) the production of chromates and chromiferous colours; (c) certain operations in regard to the dressing of skins and hair when undertaken as a home industry.

FRANCE. A circular of the Minister of Labour, of 25th March, 1910 (Title E.B. VI., p. 163, No. 4), explains the Decree of 28th December, 1909 (Text E.B. V., p. 232, No. 7), relating to the medical inspection of workers in industries where they are exposed to lead-poisoning. An extract of this circular was printed in F.B. IX., p. LXXXVII. The Decree relating to compressed air of 15th December, 1908 (Text E.B. IV., p. 75, No. 19), provides, in §2, Sub-section (1), that workers shall not be permitted to work in compressed air unless holding a certificate from a medical man showing that they are fitted for this work; this paragraph is amended by a Decree of 21st April, 1910 (Text E.B. VI., p. 165, No. 16), to the effect that a medical man appointed and paid by the manager of the concern shall carry out the prescribed examinations and make the required reports. The Decree of 29th November, 1904 (Text F.B. III., p. 455, No. 2), relating to the health and safety of workers has been supplemented by a Decree, dated 4th April, 1910 (Text E.B. VI., p. 163, No. 7), according to which the employer is required to forbid, in the workshop regulations the workmen to sleep on plaster-kilns.

A French Decree, dated 22nd August, 1910 (Text E.B. VI., p. 169, No. 25), established special protective measures in regard to the prevention of anthrax infection, especially in undertakings where raw skins, furs, horsehair, hog's bristles, wool, horns, bones and other animal refuse are handled. The employer must order the medical examination of any worker who exhibits the slightest sign of any pimple, blister, or abrasion. A medical man must be appointed and remunerated by the employer. The result of each medical examination must be recorded in a special register. Each establishment must be provided with a "first-aid" box, containing the necessary medicaments, bandages and dressings.

The employer must provide waterproof aprons and leggings for the use of the staff. In regard to a number of dangerous working operations, the Decree contains special detailed regulations with reference to the condition of work-rooms and the observance of various regulations, relating to prevention of dust, cleanliness, etc. The employer must post up in the work-rooms a copy

of the working regulations, a notice in regard to the danger of anthrax, and also the name and address of the medical man appointed by the employer or management. The working regulations must contain rules directing the workers to make use of the working clothes and other articles placed at their disposal, as well as of the dressing and washing-rooms and instructing them always to wash prior to leaving the work-rooms and to refrain from taking food into the work-rooms.

GERMANY: Prussia. During the preliminary discussion on 2nd November, 1907, as to the special requirements with regard to warehouses and similar business premises in which large quantities of inflammable substances are kept for sale (Ministerialblatt der Handels-und Gewerbeverwaltung, 1907, p. 396), and on various other occasions, it was suggested that rules should be established for the supervision of celluloid factories and of celluloid warehouses by the Industrial Police Authorities. A Prussian Ministerial Decree of 7th May, 1910 (Title E.B. VI., p. 14, No. 3), complies with this proposal. A Ministerial Decree of 21st September, 1910 (Title E.B. VI., p. 15, No. 11), contains rules for the erection, condition and management of air-gas plants, in the case of those to be newly erected. In the handling of ferrosilicon, as electrically produced, serious accidents have occurred, particularly on board ship (poisonings and explosions), in view of which the Government found itself under the necessity of issuing special regulations relating to the conveyance of ferrosilicon by railway and by Rhine crafts, as also of taking into consideration the issue of similar provisions for the conveyance of ferrosilicon by sea-going vessels. A Ministerial Decree of 9th December, 1910 (Title E.B. VI., p. 16, No. 16), calls the attention of those concerned in the industry to the risks presented in the traffic of ferrosilicon, and to the precautions to be observed.

By a Decree dated 20th December, 1910 (Title E.B. VI., p. 105), No. 1), the Prussian Minister of Commerce repeals the Decrees dated 6th July, 1897, and 2nd December, 1898, in regard to the protection of workers against the dangers of anthrax, and directs the supervisory departments in future to base their requirements in regard to the protection of tanners upon the regulations of the leather trade associations relating to the prevention of accidents dated 31st May, and 9th September, 1910, which were framed in accordance with the latest results of scientific investigations and in conformity with the requirements of the Imperial Office of Public Health (Kaiserliches Gesundheitsamt). The Sections relating to anthrax are as follows:—

§63. Raw sheep and goat skins, as well as dry foreign raw skins, shall be stored in separate store-rooms, capable of being locked, which are used for this purpose only, and are not in direct communication with living rooms, stables or rooms for storing fodder.

§64. The store-rooms shall be provided with floors made of cement, asphalt or other impervious material, the joints being perfectly tight. Premises which have already been in existence may be used for a further period not exceeding 10 years, should they be provided with floors of the nature referred to above.

The store-rooms shall be cleaned at least once a week, by means of damp sawdust or damp tan, for instance. Store-rooms shall be disinfected after they have been wholly or partially emptied, by washing them with a solution of 1 part fresh chloride of lime in 20 parts water, in conformity with the regulation that the whole of the store-room shall be disinfected in this manner at least once a year, but walls and ceilings only in so far as they have come in contact with raw skins. The said whitewash shall not be removed for a space of 24 hours at least.

Refuse and valueless packing material (straw, bast, ropes, etc.) shall be burnt.

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§65. Raw sheep and goat skins, as well as dried foreign raw skins, shall be handled with special care. Above all, care must be taken not to subject the said skins to an unnecessary amount of shaking and not to throw them about.

For the transport of skins the use of special contrivances, such as wagons (trolleys), etc., is very strongly recommended.

Workers shall not be allowed to carry skins unless they have been provided with protective hoods, which cover the head, neck and shoulders; while they must also be provided with a sufficient number of smocks of good quality when handling dried foreign skins.

The employer shall ensure that, by means of suitable arrangements and proper supervision, smocks and protective hoods are only worn by those workers to whom they have been handed for use, and that they are disinfected at once after having been in use for one week. The said disinfection shall be effected as the employer may direct, either by steaming at an extra pressure of not less than 0.15 atmospheres, or by boiling for at least one hour.

§66. Workers who come in contact with raw sheep or goat skins or dried foreign raw skins shall have their attention drawn at the commencement of their employment to the dangers of anthrax, to which they may be exposed, and they shall be handed a copy of the regulations for the prevention of accidents, and likewise instructions in regard to anthrax. The said instructions shall further be posted up in the workrooms. The necessary number of copies of the same will be placed at the disposal of the employers by the association.

§67. A part of the works, as far as possible free from dust and suitable for the purpose, shall be reserved for washing-rooms and, where it is customary for workers to take their meals within the works, dining-rooms shall be provided. The said dining-rooms shall be kept clean and free from dust, and shall be warmed during the cold season.

§69. The employer shall also ensure that any worker who exhibits symptoms of anthrax shall immediately place himself under medical treatment, and, further, that any workers suffering from anthrax shall be admitted to the hospital indicated by the Trade Association.

§90. Workers who are engaged in working-up raw sheep and goat skins, as also dried foreign raw skins, shall not be allowed to enter the dining-room, to take any meals, or to leave the works, until they have divested themselves of their working clothes and have thoroughly washed the face, head, hair and beard, neck, hands and arms.

The workers shall not be permitted to take beverages in open vessels or food-stuffs into the workroom. They shall likewise be forbidden to take meals in the latter.

§91. Should the worker experience a suspicion of itching or burning sensation on the head, or pain arising from a darkish pimple, which, although at first of small size, rapidly grows larger, he shall immediately inform the works management and place himself under medical treatment or enter the hospital to which he has been referred, since delay would probably have dangerous consequences and terminate fatally.

By a Ministerial circular dated 25th April, 1910 (Title E.B. V., p. 175, No. 2), *Prussia* ordered the observance of regulations issued by the Federal Council on the 28th September, 1909, in regard to continuous statistical records relating to cases of anthrax in man. The same thing was done by *Saxony* by means of an Order dated 22nd November, 1909 (Title E.B. VI., p. 108, No. 1), by *Wurttemberg* in a Decree dated 21st October, 1909 (Title E.B. VI., p. 114, No. 6), and by *Reuss Elder Line* by Notification dated 31st December, 1909 (Title E.B. VI., p. 117).

To replace the *Bavarian* safety regulations in regard to lifts, issued on the 27th April, 1900, new regulations have been drawn up and published by Notification dated 11th August, 1909 (Title E.B. VI., p. 107, No. 1). These were again modified by Notification dated 17th March, 1911 (Title E.B. VI., p. 108, No. 3).

An Order issued by the Government of the Kingdom of *Saxony*, and dated 10th December, 1909 (Title E.B. VI., p. 112, No. 4), regulates the supervision of steam boiler plants by the Police Authorities.

The installation and working of lifts are regulated by an Order and a Notification of the *Wurtemberg* Ministry of the Interior, dated 31st August, 1910 (Title E.B. VI., p. 238, Nos. 4 and 5), providing that the attendants must not be under 18 years of age, but passenger lifts with electric internal control may be used when accompanied by attendants over 14 years of age, provided the supervision of the driving gear is entrusted to a responsible and certified attendant.

GREAT BRITAIN & IRELAND. §1, Sub-section (3) of the British Factory and Workshop Act, dated 17th August, 1901, stipulates that the interior walls of the work-rooms shall either be painted with oil or varnished every seven years, and washed every 14 months, or whitewashed every 14 months. Sub-section (4) empowers the Secretary of State, under certain conditions, to grant exemptions from the said regulations. In pursuance of this permit, an Order dated 1st July, 1911 (Text E.B. VI., p. 262, No. 5), concedes to factories the alternative of giving the walls a coat of washable paint of certain composition (of which zinc-white must be one of the constituents), to be renewed every three years and washed down every 14 months.

In pursuance of §79 of the Factory and Workshop Act, 1901, the Home Secretary issued an Order on 12th August, 1911 (Text E.B. VI., p. 263, No. 6), in regard to the smelting of materials containing lead, the manufacture of red or orange lead and flaked litharge. Dr. Edgar L. Collis (Medical Inspector of Factories), who had been entrusted with the drafting of the Order, quotes in his report (Home Office : Special Report on Dangerous and Injurious Processes in the Smelting of Materials containing Lead, and in the Manufacture of Red and Orange Lead and Flaked Litharge ; London, 1910 ; Cd. 5152 ; 6d.) the following figures relating to cases of lead poisoning : (a) In the smelting process : 1908, 70 cases ; 1906, 66 cases (1900 to 1907 average, 34.4 per annum) ; (b) in the manufacture of red and orange lead : 1900 to 1909, a total of 108 cases ; (c) in the manufacture of flaked litharge, 1900 to 1909, a total of 64 cases. The regulations designate as lead materials : (a) All substances which contain at least 5 per cent. of lead, including lead ores, bullion ore, red and orange lead, and flaked litharge ; and (b) zinc ores containing at least 2 per cent. of lead ; ores which contain lead only in the form of lead sulphides, are not included in the above definition. They cover the lead processes proper, as well as the cleaning, demolition, or reconstruction of furnaces, melting-pots, retorts, condensing chambers, and flues. Detailed regulations are included for the protection of the workers from the injurious effects of dust (damping of floors, erection of exhaust fans, furnishing of respirators and overalls, lavatories, and meal-rooms, clothes-cupboards, regulations in regard to cleanliness). Persons under 16 years of age and women may not be employed on lead processes. The lead workers must be examined once a month by the appointed certifying surgeon. The result of each examination must be recorded in the health register. The regulations came into force on the 1st October, 1911, with the exception of the provisions in regard to the installation of exhaust fans, which take effect on 1st May, 1912.

NETHERLANDS. A Dutch Decree of 10th August, 1909 (Text E.B. VI., p. 85, No. 3), amends in some points the Decree issued on 7th December, 1896, giving instructions for the application of §§6 and 7 of the Safety Act. The most important of the modifications thus introduced relates to the relief given in the case of an accident, with regard to which the Decree provides,

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that in establishments where shafting or machines are driven by power, or, in which boiling or corrosive fluids, red-hot or smelted metals, or explosive substances are manipulated, or where the processes are liable to cause serious injuries, suitable requisites for rendering first-aid in the case of accidents shall be provided, and that, in addition, attention shall be drawn to the dangers connected with the work by means of notices posted up in the works.

NEW ZEALAND. By an Act of 17th September, 1910 (Text E.B. VI., p. 266), the importation, manufacture and sale of white phosphorus matches was prohibited in New Zealand (the Australian match industry employed in 1910, 23 men and 150 women, *i.e.*, 173 persons altogether in two factories). The use of white phosphorus in the manufacture of matches is punishable by a fine not exceeding £100. The Act came into force on the 1st January, 1912, but the sale of phosphorus matches is permitted until the 1st January, 1913. The Bill passed both Houses of Parliament in all three Readings without opposition. In the Second Reading in the Legislative Council of 2nd September, 1910, the Hon. J. T. Paul described in detail the work of the International Association for Labour Legislation, which had made the introduction of the Bill possible, and he expressed the hope that international and inter-colonial action (the latter especially between New Zealand and the Australian Commonwealth) would be adopted in other branches of labour legislation, especially as regards compensation for accidents (Parliamentary Debates, Third Session, 1910, Vol. 151, p. 232).

SWITZERLAND. A Decree of the Federal Council, dated 9th June, 1911 (Text E.B. VI., p. 217), embodies replies to the Memorial of the Swiss section of the International Association for Labour Legislation in regard to diseases incurred in industrial occupations. The Decree enumerates the regulations enacted by the Confederation in regard to the prevention of industrial diseases and promises the issue of new general regulations or the reconsideration of those already in existence. At the same time attention is drawn to the fact that the Confederation is only authorised to apply such regulations to those factories and undertakings which fall within the jurisdiction of the amended Liability Act. For this reason the numerous small businesses in the printing trade in particular, cannot be dealt with in any way. These disadvantages will be somewhat neutralised when the new Sickness and Accident Insurance Act comes into force, since the building trade (including painters) irrespective of the number of workers, as also factories, will be thereby compelled to insure against accidents and industrial diseases. This will tend to the establishment of regulations for the prevention of the said accidents and diseases, and will inaugurate in the Federal Insurance Institution an organisation which will combat the diseases in question. Another result which is bound to follow the amendment of the Factory Act will be found in the revision of existing regulations or instructions for the prevention of industrial diseases, in the light of the suggestions embodied in the Memorial. The conditions in small industries, which do not come under the application of the Factory Act, are to be considered in the industrial legislation of the Confederation.

[See also:—1·1, German Empire, Italy, New Zealand, Southern Rhodesia; 2·00, India, Japan; 2·01, Brunswick, Schwarzburg-Sondershausen, Spain, Württemberg; 2·10, Belgium; 2·11, Austria, Belgium, Great Britain; 2·14, German Empire; 2·15, Prussia; 2·16, Austria; 2·17, France; 2·18, Austria, Brunswick; 2·192, Austria; 2·194, Belgium, France, Netherlands; 2·5, Cyprus, France; 2·6, Finland, Great Britain, Italy.]

2-04. HOME-WORK.

AUSTRIA. The Austrian State Railways grant a reduction of fares to workers in regard to travelling to and from their place of work, for distances up to 100 kilometres (62.14 miles). A similar privilege has also been granted, under the passenger tariff of the State Railways, to those home workers certified by the Industrial Authorities and possessing a worker's identification certificate, who may travel for the purpose of receiving materials and delivering finished articles between their local station and that nearest to the employer's business premises. A Ministerial Decree dated 3rd March, 1911 (Text E.B. VI., p. 120, No. 3), directs that the Industrial Authorities of the worker's residential district shall supply the said certificate.

GREAT BRITAIN & IRELAND. The British Factory and Workshop Act of 1901 prescribes the keeping of lists of out-workers and prohibits the employment of out-workers in insanitary rooms and in places where contagious diseases are prevalent. The classes of work affected by this prohibition were enumerated in an Order issued by the Home Secretary on the 23rd May, 1907 (Text E.B. II., p. 259, No. 1). This Order was replaced by another dated the 10th April, 1911 (Text E.B. VI., p. 36, No. 9), which adds to the list of prohibited work in unwholesome premises the making of household linen, curtains, and brass articles, and also prohibits work in places where there is infectious disease in connection with the first two of the above-mentioned trades.

[See also :—2-03, Belgium ; 2-05, Great Britain.]

2-05. PAYMENT AND PROTECTION OF WAGES ; MINIMUM WAGE.

GREAT BRITAIN & IRELAND. In pursuance of the British Trade Boards Act, dated 10th October, 1909 (Text E.B. V., p. 23, No. 4), in addition to the four Trade Boards already appointed for Great Britain [namely, (1) chain-making, Regulations of 25th November, 1909 ; Text E.B. V., p. 115, No. 9. (2) Cardboard Box Trade, Regulations of 27th April, 1910 ; Text E.B. V., p. 242, No. 5. (3) Lace Trade, Regulations of 4th May, 1910 ; Text E.B. V., p. 244, No. 6. (4) Tailoring Trade, Regulations of 25th July, 1910 ; Extract E.B. V., p. 379, No. 2] Boards have been organised in Ireland for the cardboard box trade and for the tailoring trade. (Regulations of 23rd August, 1910 ; E.B. VI., p. 34, Nos. 5 and 6.) The Board of Trade issued, on 22nd July, 1910, Regulations as to the constitution of District Trade Committees (Text E.B. V., p. 377). An Order dated 11th May, 1911 (Text E.B. VI., p. 261), amended these regulations as regards the District Trade Committees established for the tailoring trade.

§116 of the Factory and Workshop Act, 1901, empowers the Secretary of State to issue orders requiring particulars of work and rates of wages to be supplied to piece-workers in specified trades. Use was made of this power in an Order dated 29th April, 1911 (Text E.B. VI., p. 260), as regards the making of iron safes.

[See also :—2-00, New Zealand ; 2-06, Belgian Congo ; 2-07, France ; 2-08, Bahama Islands ; 2-11, Saxony, Spain ; 2-195, New Zealand ; 2-196, Spain ; 2-6, France.]

2-06. CONTRACTS OF WORK.

AUSTRIA. In notifying breach of contract, in accordance with §85 of the Austrian Industrial Code, the employers frequently submitted the worker's work-book to the Industrial Authorities, in consequence of which this document which is necessary to the securing of fresh employment was often withheld from the workers during the whole period of the legal proceedings. In order to avoid this state of affairs, equally injurious to employer and employed, the Industrial Authorities are requested by a Ministerial Decree of 12th April, 1910 (Title E.B. VI., p. 16, No. 2), in such cases to restore in future the work-books without delay to the employer, or, if he agrees, direct to the worker.

BELGIAN CONGO. By a Decree dated 17th August, 1910 (Text E.B. VI., p. 157, No. 1), earlier enactments in regard to contracts of work (8th Nov., 1888, 18th May, 1905, 3rd June, 1906) in the Belgian Congo have been replaced by new regulations. The principal modifications consist in : (a) In favour of employers : Reduction or abolition of fees in connection with the engagement and employment of native workers ; facilitation of the engagement of adults whose age is subject to doubt ; removal of former difficulties in the way of concluding short, dated agreements subject to dissolution at will, by dispensing with official endorsement. (b) In favour of the worker : Absolute prohibition of agreements for periods exceeding three years (Decree 1888 : seven years). Liability of fixing and paying wages in cash ; exact definition of the employers' liabilities under the contract ; prohibition of unfair stipulations (periods of undue length between the payments, fines exceeding 25 per cent. of the daily wage) ; perfecting the system of endorsing by decentralising the competent official departments ; reorganisation of the recruiting officials and exact definition of the liabilities of the recruiter ; severe punishment for infringements of the contract on the part of the employer.

GERMANY. In the discussions which took place with respect to the amendment of the provisions of the German Commercial Code and the Industrial Code relating to the Competition Clause the question was raised as to whether an equitable adjustment of the interests of employers and employees could be attained by a proportionate compensation to the employee on account of the restrictions imposed upon him through prohibition to compete. This principle of payment for a contracted term (*Karenz*) is taken as the basis of the draft regulations the examination of which is imposed upon the bodies concerned (Commercial Courts, representative commercial bodies) by two Prussian Ministerial Decrees of 16th June, 1910 (Titles E.B. VI., p. 14, Nos. 5 and 6).

SWITZERLAND. Subject to the legislation of the Confederation relating to work in factories and to industrial matters (O.R., §362) contracts of work in Switzerland are regulated by the provisions of the Law of Obligations. The Act of 14th June, 1881 devoted altogether 12 Sections to this class of contract and only dealt fully with the provisions relating to fixed terms for the payment of wages and the determination of the contract. For some time past attention has been called to the inadequacy of these regulations, and a Code dealing more fully with the matter was proposed, especially with reference to the terms of the contract and mutual obligations and rights. The Swiss Society of Jurists (*Juristenverein*) devoted their attention to this matter at meetings held in 1900 and 1902. The fact could not be overlooked

that detailed regulations relating to contracts of work were contained in the German Civil Code (§§611 to 630), and in the new issue of the German Commercial Code (§§59 to 83). Accordingly a far-reaching revision of the Sections on "Contracts of Work" was contemplated in the draft submitted to the Swiss Federal Assembly, together with the message of the Federal Council, dated the 3rd March, 1905, in regard to the extension of the Civil Code, by the addition of the Law of Obligations and the introductory regulations (Schw. Bundesblatt 1905, III.). On the 16th November, 1906, the National Council, and on 9th April, 1907, the Ständerat, decided to postpone consideration of the proposal until the Civil Code should come into force, and to invite the Federal Council to submit the draft meanwhile to a committee of experts, in which the political and social groups concerned would have an opportunity of co-operation. In view of the importance of the matter, a committee consisting of a number of representatives of various trades was then appointed, on the 19th March, 1908, in order to discuss it. Out of the 27 sittings of the committee, no less than eight were devoted to the question of contracts of work. The committee confirmed the provisions of the draft of 1905, but with a number of modifications and additions increasing the number of Sections to 41. After consideration by the Federal Council, in the sessions of October, 1909, to December, 1910, the draft relating to the Law of Obligations was adopted on 30th March, 1911 (Extract E.B. VI., p. 94). A referendum was not demanded.

According to the new law, the contract of work requires no special form; conditions relating to work or service must be drawn up in writing and brought to the notice of the person to be engaged previous to such engagement. The two contracting parties are referred to as "master and servant" (Dienstherr und Dienstpflichtige). The Federal Council and the authorities assigned by the Cantons may, after consultation with the trade associations and public societies concerned, draw up standard contract forms respecting the different classes of contract and apprenticeship indenture, the contents of which are to be considered as the essence of the contract, where no deviations are agreed to in writing. The servant must personally carry out the promised services and carefully perform the work undertaken; he is responsible for damage occasioned by carelessness. The terms for the payment of wages are: for workers and servants not boarding in the house, two weeks; for employees, one month; for servants boarding in the house, three months; and for agricultural workers, six months. In case of need the servant is entitled to advances on account. In the event of absence through illness, military service, etc., the servant is entitled to payment of wages for comparatively short periods. Extra work, where necessary, establishes a claim for additional payment. The employer must take proper precautions against dangers arising from the work and provide suitable and sanitary work-rooms, and where the persons engaged live in the house, sanitary sleeping accommodation; he must also grant the servant the usual hours or days for rest, and, when under notice, the time necessary to obtain another situation. The servant may demand a testimonial from the employer. Unless otherwise provided in the contract notice can be given, in the case of workmen, for the end of the week following the notice; in the case of employees, for the end of the month following notice; and in the case of other kinds of service, for the end of the second week following notice. The same terms of notice apply to both employers and employed. Should conditions of service have continued for one year, notice may be given on either side for the end of the second month following notice. This term of notice may, however, be altered by agreement, although in the case of

employees it cannot be reduced to less than one month, and in other classes of service to less than two weeks. In agricultural occupations, where the servant lives in the house, the employer may give only six weeks' notice to the servant in September, October and November, if the servant has worked during the whole summer. The servant may give only six weeks' notice to the employer in the months of February, March and April, if he has remained in his service during the whole of the winter. Detailed regulations specify the conditions for the immediate determination of the contract; there must be "sufficient reasons" for this action ("any circumstances in which the retiring party cannot reasonably be called upon to continue the contractual relations for reasons of morality or of truth and fidelity"). The judge decides in regard to such conditions. Illness, of comparatively short duration, for which the servant is in no wise to blame, or compulsory Swiss military service, are not considered as reasons for such determination of contract. Should determination of the engagement take place owing to conduct which violates the contract on one side, the party in fault may be required to make full compensation. The provisions relating to the prohibition to compete are entirely new. The servant may be required by the contract not to carry on in his own name a business in competition with his employer, after the termination of his engagement, or to give his services in such a business, either as partner or in any other manner. Nevertheless, the prohibition to compete is only admissible where the servant might seriously injure his employer by availing himself of his knowledge of the customers or of his trade secrets; it cannot apply should the servant be under age at the time of the conclusion of the contract. Prohibition to compete is, moreover, only binding within a reasonable scope as regards time, place and circumstances, so that there may be no unfair impediment to the career of the servant; any such agreement must be confirmed in writing. Infringements render the servant liable to pay compensation. The provisions relating to apprenticeship do not go beyond the regulations imposed in the Cantonal laws on this subject.

An important innovation, contained in the supplementary Act, consists in the legislative regulation of collective contracts. These contracts had been already recognised as binding in law by §1371 of the Federal Council's Bill of 1905. The committee of experts succeeded in issuing more exact provisions relating to the drawing up of such collective agreements. This was done by §1371 bis, which provided that such contracts could be made by employers, or associations of employers, on the one side, and by workmen, or associations of workmen (trade unions) on the other side. It was thereby established (see Message of the Federal Council, dated 1st June, 1909, *Schweiz. Bundesblatt*, 1909, III., 745), that, in the making of such contracts, the form is sometimes that of contracts between associations, as judicial bodies, and on the other hand sometimes that of contracts between representatives of employers and workers bound together by an association. Moreover, in all cases the contract, in order to be valid, had to be in writing, and it was expressly stated that contracts contrary to a legal collective agreement should be null and void.

In addition, the committee of experts inserted a further provision on the lines of the Bills published in France, respecting collective contracts (for example, the Commission's draft of 1904, inserted in the "*Bulletin de la Société d'Etudes législatives*," Vol. III., p. 465, §VII.), to the effect that such agreements, as soon as published, should be applicable also to all employers not being parties but in the same branch of business, and of the same district,

in the absence of any express condition to the contrary in agreements concluded by them. The Committee of the National Council struck out the provision relating to the validity of collective agreements in regard to employers who were not parties. At the full sitting of the National Council two attempts were made to save this provision. Messrs. Scherrer and Füllemann proposed the amendment of the provision objected to in the following manner :—" Collective agreements made between associations of employers and workers of the same branch of business and of the same district, and published by the authorities concerned, shall also be applicable to employers and workers who are not parties, provided that the majority of them have given their consent to the contract. This is without prejudice to contracts which have been or which shall be expressly contrary to the above ; that is to say, such contracts would give a subsidiary position to the collective agreement in this case. Mr. Greulich made a proposal to omit the concluding sentence in the Scherrer-Füllemann amendment ; that is to say, to invest the collective agreement with definite, not merely subsidiary, importance. The National Council rejected both amendments and agreed to the form proposed by their Committee. With a few editorial alterations the paragraph relating to collective contracts (called in the final form in which the Act was issued " Joint labour contracts " —Gesamtarbeitsvertrag) was then accepted also by the State Council.

[See also :—1·2, Transvaal and Mozambique ; 2·00, Servia ; 2·01, Iceland ; 2·08, Bahama Islands, German East Africa, German South West Africa ; 2·6, France.]

2·07. PUBLIC WORKS AND CONTRACTS.

FRANCE. It was seen from the replies received in answer to a circular issued by the French Minister of Labour on 12th June, 1909, that the enforcement of the Decree, dated 10th August, 1899, in regard to the conditions of work in connection with public contracts, left much to be desired. On the one hand, the procedure for fixing wages and working hours proved unsatisfactory. In about 15 departments only was the fixing of wages, etc., undertaken by administrative committees in accordance with the suggestions contained in the circular dated 14th November, 1899. On the other hand, the want was felt of a proper supervision of the execution of the contract conditions. In a circular dated 14th May, 1910 (Title E.B. VI., p. 166, No. 21), the Minister of Labour draws the attention of prefects to these defects, and supplements the existing instructions in accordance with the resolutions of the Higher Labour Council (November Session, 1908) and the Inter-Departmental Committee, dated 12th June, 1908.

2·08. MIGRATION ; NATIVE LABOUR.

BAHAMA ISLANDS. An Act to prevent the landing of immigrant paupers and stowaways who are unable, by reason of physical or mental infirmity, to maintain themselves, was adopted in the Bahama Islands on 8th June, 1908 (Title E.B. VI., p. 41, No. 1). Another Act, dated 23rd August, 1909 (Title E.B. VI., p. 41, No. 2), has the object of protecting contract labourers recruited in foreign parts. Written contracts must be concluded for all labourers recruited abroad, for which purposes the Governor has power to designate, by Order in Council, the countries or places to which the Act applies. A contract must be executed before a judicial officer who must explain it to the labourer concerned. An agent is entitled to receive from

each labourer who actually departs from the Colony a fee of five shillings. Every contract must contain the following terms :—(1) The labourer must be provided with free board and lodging and passage from the date of the execution of the contract until its termination ; (2) the contract shall be void if owing to the default of the employer or agent the labourer does not depart from the colony within 28 days after its execution ; (3) the employer must pay monthly to the Judicial Officer a sum (not exceeding £1) fixed by the labourer for the benefit of some relative or person dependent upon him ; (4) the employer must advance to the labourer every month part of his wages not exceeding five dollars, and hand over the full balance of the wages due within 30 days after his return ; (5) the labourer shall not be entitled to receive wages in respect of any period of absence from work, but shall be entitled to free medical attendance in case of sickness or accident not directly resulting from his own intemperance, immorality, or misconduct ; (6) differences arising as to the terms of the contract shall be referred to the nearest British Consular Officer or any other person nominated by the British Minister ; (7) no assignment of wages shall have any force or effect ; (8) in the event of the death of the labourer the balance of wages shall be paid to the Judicial Officer.

GERMAN PROTECTORATES. "After the establishment of peaceable conditions, the German Protectorates, similarly to other colonies, have witnessed an animated activity on the part of white prospectors, which fact, in view of the continued advance in railway construction, explains the increasing demand for coloured labour. Whilst this demand was met in earlier days of Colonial history, without any regard whatsoever to the individual interest of the natives or the joint interest of the Colony, there is a modern tendency to favour official regulation of the legal, economic and sanitary conditions of the coloured labourer." (Reichsarbeitsblatt 1911, 343). Apart from the orders discussed in E.B. V., p. XXVI., the following Decrees should be noted (Titles E.B. VI., p. 104) :—

(1) A German East African Order, dated 7th December, 1909, which threatens natives with punishment by imprisonment in chains (Kettenhaft) up to three months and, in conjunction with this punishment or alone, with corporal punishment or fines, for breach of contract.

(2) A German South-West African Order, dated 18th August, 1907, which standardizes contracts of work or service.

(3) A Samoan Order, dated 18th June, 1910, amending the existing Order, dated 25th April, 1905/16th November, 1909 (Title E.B. V., p. 174), relating to Chinese indentured labourers.

According to the amended regulations, the Governor may fix the working hours and rest days generally, or in regard to particular undertakings, thus deviating from the provisions of the original Order. The Order makes the manager or overseer liable for infringements, as well as the employer.

SPAIN. The Spanish Emigration Act of 21st December, 1907 (Text E.B. III., p. 52, No. 5), provides, in §§6 and 9, that for collective emigration to foreign countries for the purpose of colonisation, a report by the Central Council for Emigration and a permit from the Ministerial Council shall be necessary. On the basis of these Sections and of the corresponding regulations of the provisional Executive Order dated 30th April, 1908 (Title E.B. IV., p. 142, No. 5), a Decree of 29th November, 1910 (Title E.B. VI., p. 28, No. 9), requests the

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Civil Governors to take measures in order that the Central Council for Emigration may be informed, without delay, in the event of collective emigration of the kind being contemplated in their official district.

By a Decree dated 26th August, 1910 (Text E.B. VI., p. 310, No. 5), Spain has prohibited, until further order, all emigration to Brazil by means of free ticket. This proposal was put forward as a matter of urgency by the Central Emigration Council. The preamble (Boletín del Instituto de Reformas Sociales VII., 404) justifies this measure as follows :—

“ It is shown by official reports, without any room for doubt, that the situation of the Spanish settlers in Brazil is truly deplorable. The climatic conditions render them victims of diseases, such as pulmonary complaints, ankylostomiasis, and the terrible trachoma diseases, which are in all cases difficult to cure, and still more so when those who suffer from them are without medical assistance, or unable to comply with the medical prescriptions, owing to the expenses entailed being far beyond the resources at their disposal : for, according to the reports referred to, not less than 100–200 pesetas are charged for a visit of a medical man on many of the Brazilian estates, and it frequently occurs that the medical man is indeed unable to repair to the place where his services are demanded, owing to the great distance to be traversed.

On the other hand, the contracts which the settlers are accustomed to conclude in the lodging-houses with the representatives of the estates are frequently wanting in the necessary guarantees for ensuring their fulfilment, and are no protection against our countrymen in the country becoming victims to grievous hardships, such as that of receiving payment for the results of their labour, not in money, but in promissory notes, which can only be utilised at the stores of the estate, and only for the indispensable sum needed for the purchase of beans, rice and butter, which, together with coffee, constitute the main portion, and frequently the only form of their food. The reports referred to show that on some estates as much as seven months elapse without the settlers receiving even the promissory notes in question, and it is added that when compelled by necessity they endeavour to escape, even at the cost of losing all that they had earned and the small property they may possess, they are unable to accomplish it in consequence of the strict vigilance exercised by the so-called ‘ Capangas,’ a kind of sentinel in the service of the managers, whose functions consists in preventing, even by force, the flight of the settlers. It likewise appears from the information in the possession of the Council, that on those estates on which the settler is allowed to sow maize for his own account, he is compelled to sell it to the owners of the estate at the price fixed by the latter, without ever receiving payment in money, but merely having the amount credited to him in the little book provided for the purpose. If to all this there is added that fines under every kind of pretext are levied with the greatest frequency, the amount of the same depending upon the caprice of the manager ; that the dwellings provided for the settlers consist of only one room, and are, for the most part, constructed of stakes driven into the ground and interlaced with cane with a coating of mud ; that the working of the infirmaries leaves much to be desired ; that it is not easy for the settlers to have recourse to the Courts of Justice in defence of their rights ; that the land apportioned to the settlements is for the most part rugged and of bad quality, even to the point of being unworkable with the plough, the hoe having to be substituted, and that the treatment which the family of the settlers receive on

the estates is often so severe that 98 per cent. of them would return, if they were able, to the country they had quitted—it will be easy to understand that the proposal made by the Central Emigration Council rests upon indisputable grounds.

This proposal is restricted to the prohibition of emigration by gratuitous ticket, a form which, without any doubt, is the most dangerous one, for, as already known, this class of emigration—the cause of which consists in the necessity of bringing population to those regions—tends to the result that the emigrants who are leaving their country renounce it for ever, and establish themselves finally in the country in which they settle. It is for this reason that the contracts are not made by individuals, but by whole families, who, enticed by the gratuitous passage and by the promises of comfort and prosperity which are not always fulfilled, decide to abandon their native soil and sell their properties and furniture, thus diminishing the probabilities of their return.

Lastly, it should be observed that the prohibition in question is no novelty, for, convinced of the serious dangers entailed, several foreign countries have determined to establish the said prohibition: this has happened in Holland, in Germany, and in Italy; and it is worthy of note that the example of the latter nation in prohibiting, by the Prinetti Decree, gratuitous emigration to Brazil, deserves to be taken into account, in view of the analogies which present themselves in Italian and Spanish emigration; nor should it pass unnoticed that Portugal, which in view of its community of origin, might have been expected to continue, as it was formerly, the source of a considerable stream of emigration to those lands, has already for many years past directed its course into an entirely distinct channel."

An Order, dated 21st January, 1911 (Title E.B. VI., p. 311, No. 6), places all matters relating to emigration within the jurisdiction of the Ministry of Public Works, since, as is stated in the preamble (Boletín del Instituto de Reformas Sociales VII., 901), the Spanish Government is determined to solve the difficult problem of emigration by promoting public undertakings and raising the economic position of agriculture.

[See also:—1·2, Transvaal and Mozambique; 1·3, United States and Japan; 2·00, Japan; 2·06, Belgium.]

2·1. Labour Legislation for Particular Trades

2.11. MINES, Etc.

AUSTRIA. In pursuance of §23 of the Order of 22nd July, 1908 (Text E.B. III., p. 139, No. 3), which prescribes suitable instructions to the workers, in regard to the features and symptoms of lead-poisoning and the methods of precaution to be adopted in regard thereto, the Austrian Ministry of Public Works has issued a notice to workmen on the subject, and a Decree, dated 10th August, 1910 (Text E.B. VI., p. 19, No. 6), has passed this on to the Mining Boards for distribution amongst workmen in smelting works. The Boards are required at the same time to present to the Ministry quarterly reports relating to the position of affairs in regard to lead-poisoning in the various smelting works.

BELGIUM. The provisions of Parts II. and III. of the Orders of 28th April, 1884, and 13th October, 1897, which have hitherto regulated the supervision of Belgian mines are abrogated by an Order of 10th December, 1910 (Extract E.B. VI., p. 131, No. 9). The new Orders take technical progress into consideration, and extend the scope of the existing provisions by regulations relating to ways of access, shafts and transport of the workers in the pits, and also to the protection of the worker's health. After a period of eight hours' work, no engineer is to be allowed to convey any more men in the mine; children under 16 years of age are only to be conveyed in cages when accompanied by older persons. The Act of 31st December, 1909 (Text E.B. V., p. 95, No. 7), relating to the working hours in mines, provides, in §1, paragraph 2, that "the normal day may be prolonged by not more than one hour, by Royal Order, in respect of pressing necessities of working in the case of men employed as overseers or in charge of machines, as cage-men, and as horse-masters and horse-master's assistants"; and in §17, that "Royal Orders, issued in conformity with the advice of the Council of Mines and the Higher Council of Labour, may, till the 1st January, 1914, permit an extension of work on the part of haulers or trammers in certain mines. This extension of work must be limited to the time requisite to ensure the removal of all coal got, and must not, in any case, exceed half an hour." In pursuance of these two Sections, a number of collieries have been granted, by Decree dated 29th December, 1910 (Title E.B. VI., p. 131, No. 10), permission to exceed the normal working hours (nine) by a quarter to half an hour up to 1st July, 1911, or 1st January, 1912. This permission refers to trammers, etc., who are employed in the removal of the hewn coal, and to other men whose work depends on theirs.

In consequence of the discovery of a new coal-basin in the Belgian Provinces of Antwerp and Limburg, early in the year 1902, the desirability of modifying the existing system of granting concessions was discussed, and resulted in the introduction of various draft bills in Parliament. (Bill introduced by Hanrez and others, dated 24th December, 1901, which, *inter alia*, embodied the principle of limiting future concessions to 40 years; Bill introduced by Hanrez, dated 11th March, 1902, in favour of reserving a portion of the Limburg coal-basin for the State; Bill introduced by Denis and Vandervelde respecting the nationalisation of mines to which concessions have not been granted, and of iron mines). At the request of the United Committees of the Senate, the Government promised to introduce a Bill to amend the Mining Acts of 21st April, 1810, and 2nd May, 1837. It fulfilled this promise by the Bill of 7th February, 1905, which since it included certain fiscal regulations, had to be submitted first to the Chamber of Representatives.

The Government's Bill, as also the Committee of the Chamber of Representatives, were in favour, as a matter of principle, of the retention of the "solid bases of the Act of 21st April, 1810," and during the lengthy discussions of 1906 to 1907 (48 sittings from 14th March, 1906, until 12th April, 1907), the more far-reaching proposals of Denis, etc., for the introduction of the "domanial" system* were rejected. On the other hand, a number of provisions for the protection of miners were favourably received in the course of the debates, much against the wishes of the Government. The latter only proposed to grant old age pensions to miners, which proposal received the assent of the Chamber at the sitting of 7th February, 1907, while the following proposals,

* By this system mines would become "domains"—i.e., would be practically nationalised.

made by the Council, were passed : On 8th February, 1907, amendment proposed by Denis and Helleputte relating to the exclusion of women and children under 14 years of age from underground work (passed by a majority of 119, the Government abstaining from voting) ; on 6th March, 1907, amendment by Beernaert, empowering the King to fix, consequent on the report of the Mining Council, the hours of work of underground workers in the Northern Coal-Basin, should not this be done by legislation (passed by 79 votes to 46 in opposition to the Government) ; second amendment by Denis and Vandervelde to limit the hours of work to 10 (passed by 58 to 50 votes). At the Second Reading the amendments of Denis and others were defeated, but that of Beernaert was passed at the sitting of 11th April, 1907, by 76 to 70 votes, with three abstentions, and the whole of the Bill was accepted on 12th April, 1907, by 94 to 32 votes, with 25 abstentions. The Cabinet of de Smet and de Naeyer thereupon resigned, and withdrew the Bill by a Decree, dated 11th April, 1907 (Text E.B. II., p. 218, No. 5).

On 7th May, 1907, the new Cabinet submitted to the Senate the original Bill without any modifications, which was accepted by the Chamber. In the course of discussion the provisions relating to insurance and hours of work were separated from the Bill and embodied in special Acts (Act dated 5th June, 1911, relating to old age pensions for miners ; Text E.B. VI., p. 151, No. 23 ; for notes on this Act see under "4.2, Old Age Insurance" : Act dated 31st December, 1909, fixing the duration of the working day in mines ; Text E.B. V., pp. XXVI., 95, No. 7). The amending Act here in question, which received the Royal Assent on 5th June, 1911 (Extract E.B. VI., p. 154, No. 24), contains now the following regulations for the protection of miners : the concessionaries may be bound by provisions contained in the contract conditions to provide certain hygienic arrangements. The establishment of safety regulations and the competence of the administrative departments are to be regulated by Order. Boys under the age of 14 and women are not to be employed in underground work from the third year after the promulgation of the Act. The concessionaries are required to instal shower-baths for the use of the workmen. The mining engineers are entrusted with the supervision of these regulations, and are accordingly empowered to inspect the works and to take evidence.

GERMANY. A Notification, dated 5th April, 1911 (Extract E.B. VI., p. 101, No. 1), has been issued in pursuance of the Act dated 25th May, 1910 (Extract E.B. V., p. 169, No. 1), relating to the sale of potash.

Saxony. Mining legislation of the Kingdom of Saxony, codified by the Act of 12th February, 1909 (see G.B. IX., p. CXLIV.), has been elaborated by further orders. An Order, dated 21st December, 1909 (Title E.B. VI., p. 112, No. 5), contains regulations in conformity with Part 3, §§17-26 and 40, of the Act in regard to certificates and work-books of workmen employed in mines ; an Order, dated 24th December, 1909 (Title E.B. VI., p. 113, No. 6), establishes five Mining Arbitration Courts, and regulates the procedure to be followed by the said Courts.

GREAT BRITAIN AND IRELAND. The British Coal Mines Regulation Act of 21st December, 1908 (Text E.B. IV., p. 94, No. 7), provides, in §1 (4), that the interval between the times fixed for the commencement and completion of the lowering and raising of each shift, as approved by the inspectors, may, in the event of breakdowns, be extended by the owner, subject

to the condition that the extension shall be notified to the inspector on the same day; the inspector then fixes the date beyond which the extension must not be continued, and if the owner feels aggrieved by the decision, he may submit the matter to an independent person appointed by the County Court Judge, or, in Scotland, by the Sheriff of the County, for final decision. An Order, dated 15th May, 1909 (Title E.B. VI., p. 32, No. 1), regulates the procedure to be adopted in such case, the main features of which are as follows: On the receipt of a notice of objection against the decision of the inspector, the latter must notify the Judge of the County Court, or, in Scotland, the Sheriff of the County. The referee appointed by the said authority must then fix a date for the hearing not less than three or more than fourteen days from the day of his appointment. The parties may appear in person, or be represented, the inspector by an assistant inspector, and the owner by an official of the mine, but not by a solicitor. Underground workmen may be represented by a workman selected by a majority of votes. The referee may examine the parties and any workmen or persons produced as witnesses, and may inspect the mine. The decision of the referee must be communicated to the parties in writing.

In the discussion of the great mining disaster at Whitehaven, in the House of Commons, the Home Secretary promised to introduce a Bill, by which the owners of mines should be required to provide rescue appliances and to keep the same in order, as also to form special rescue brigades. This promise was fulfilled by the Government, by the introduction of a Bill on 27th June, 1910. The Under-Secretary of State showed, on the occasion of the first reading of the Bill, that in the introduction of this measure, Great Britain was only following the example of other important coal-producing countries—namely, Austria, France, Belgium, and most of the German mining States; and that in many places—in South Wales, in Lancashire (with the model Howe-Bridge Station), in Yorkshire, etc.,—private initiative had spontaneously taken action in this matter. The question now was to induce those mining districts still remaining to establish rescue stations, and, on the other hand, to remove the existing injustice of making precisely those owners who have organised rescue brigades and provided rescue appliances at their own expense, morally liable to lend these in case of accident to other owners who have not participated in the provision made. The Government proposals were accepted with a few amendments, restricting the powers of the Home Secretary, and became law on 3rd August, 1910 (Text E.B. VI., p. 32, No. 4). The main provisions of the Act are as follows: The Home Secretary may, by Order, prescribe to all mines or to a certain number of them the provision and maintenance of rescue appliances and the organisation and training of rescue brigades, as also the establishment and maintenance of ambulance appliances, and the training of men in ambulance work. (Proposal of the Royal Commission on Mines, 1906.) The draft of the Order has to be published in the usual manner, with an announcement of the time limit within which objections to it may be made. These must be examined by the Home Secretary and, if desirable, incorporated in the Bill. "General objections"—that is to say, objections which are made by or in the name of mine owners employing at least one-third of the men affected, or by, or in the name of, at least one-third of the men, are to be referred for consideration to a referee agreed upon between the Home Secretary and the objectors or, in the event of a difference of opinion, appointed by the Lord Chief Justice. The referee's decision as regards any alterations in the Order must be accepted.

The list of explosives, the use of which is prohibited in coal mines by Decree of 21st February, 1910, in pursuance of the Coal Mines Regulation Act of 1896 (Title E.B. V., p. 238), is extended by the Orders of 16th December, 1910 (Title E.B. VI., p. 36, No. 8), and 22nd April, 1911 (Text E.B. VI., p. 39, No. 10), so as to include the explosives "Nationalit," "Fortex," and "Kentit."

ICELAND. During the winter of 1904-5 sinking operations for obtaining drinking water were undertaken in the neighbourhood of Reykjavik, the capital of Iceland, in the course of which traces of iron-ore and gold were found. These finds furnished the Government with a reason, before mining operations were instituted, for submitting to the Althing during the 1905 session, the draft of a Mining Act, which became law on the 30th July, 1909 (Extract E.B. VI, p. 178). This Act is based principally on the Norwegian Mining Act of 14th July, 1842. §25 of the Icelandic Act empowers the Government to issue Decrees for the protection of the life and health of miners and also in regard to inspection.

SOUTH AFRICA. In the South African Union an Act dated 15th April, 1911 (Text E.B. VI., p. 63, No. 2), consolidated, with certain modifications, the laws relating to mines and works of the provinces of the Cape of Good Hope, Natal, Transvaal, and the Orange Free State (see the list on pp. 70, 71 of E.B. VI.). The South African Act applies, firstly, to the mining industry, and, secondly, to industrial undertakings (chemical works, metallurgical works, reduction works, ore-dressing works, petroleum works, salt works, brickmaking works, lime-works, pottery works, sugar mills, flour mills, saw mills, and any place where machinery is used, and water works of all kinds). The Government Mining Engineer and the various officials under him (inspectors of mines, inspectors of machinery, inspectors of explosives, etc.) are responsible for the supervision of the whole of the undertakings, while the Governor-General is responsible for the issue of Executive Regulations under the Act. Special rules made by the manager of a mine must be submitted to the Minister for approval, through an inspector of mines and the Government Engineer, as intermediaries. Mining operations are prohibited on Sundays, Christmas Day, and Good Friday. This prohibition does not apply to the pumping, lighting, and ventilation engineers, or to those in charge of heating and power plant, nor does it apply to repairs which will not permit of delay, continuous processes, or the running of stamp mills erected prior to the commencement of the Act. The employment in underground work of boys under 16 years of age and of women is prohibited. Working hours are only regulated in so far as they relate to the employment of boys under 16 years of age, and to underground work. Boys under 16 (in the Bill, 17) may not be employed for more than eight hours a day, or 48 hours a week, in connection with surface work in mines, except in the case of repairs; the same limitation of working hours applies also to adult workers underground. The time occupied in going to or from the working place is not considered part of the working hours, either in regard to boys or to adult underground workers. Moreover, the regulation of hours in the case of underground workers is not applicable to work necessitated by accident, nor to the work of mine officials, etc., to work in coal or base metal mines, and to particular mines situated outside the mining districts of Johannesburg, Boksburg, and Krugersdorp, exempted by the Minister. Further provisions have been added relating to the investigation of accidents, the authority of inspectors, procedure in regard to the imposing of penalties, and the actual penalties.

SPAIN. A shortening of the working day for adult workers could formerly only be enforced in the Spanish State mines subject to the control of the Minister of Finance in which the eight-hour day had been introduced by Decree of 11th March, 1902 (Text G.B. I., p. 153). By the Act of 27th December, 1910 (Text E.B. VI., p. 29, No. 13), the principle of the maximum working day for adult workers has now been established for private mining undertakings also.

Legislation of this nature was encouraged by the disturbances in the mining area of Biscay (see the statement published by Pedro Sangro in the *Musée Social's* "Annales," 1911, p. 161). Up to 1890 the condition of the miners in Biscay was very bad (long working hours, bad sleeping accommodation, three persons in one bed, periods of payment few and far between, truck system). At that time the first-fruits of the Socialist propaganda were manifested in the founding of Socialist associations among the miners. When the mineowner MacLennan ordered the dismissal of the whole committee of the association of Socialists of "Las Carreras," established by the miners, a strike broke out, which rapidly extended over the whole of Bilbao, and comprised about 28,000 strikers (16,000 miners and 12,000 workers belonging to other trades). What at first was only a strike for the principle of organisation, culminated in the presentation of definite demands: the abolition of the barrack dwellings and of the truck shops; the shortening of working hours and so forth. In spite of the establishment of martial law over the mining area of Biscay and the arrest of the leaders, this first struggle ended successfully for the workers. The Commander-in-Chief of the troops, General Loma, established what was known as the "pacto de Loma," by which the employers promised the abolition of the barrack dwellings and the truck shops, and the introduction of the ten-hour working day. The dismissal of workers in the year 1891, and the failure to observe the conditions agreed upon, led, in 1892, to an unsuccessful renewal of the strike.

In the year 1903, the workers placed first in their demands an increase in the number of pay-days, as they recognised that the long periods between pay-days were the cause of the continuance of the barracks and the truck system. They demanded (mass meeting at Bilbao on 11th October, 1903) weekly payment of wages. The employers' refusal was met by a strike. The commander of the troops drafted in the district, General Zapino, undertook to act as intermediary; when he threatened to withdraw the armed forces, the employers complied with the strikers' demands.

In April, 1906, the workers put forward the following fresh demands: (1) A nine-hour working day throughout the year; (2) proportionate pay for overtime work; (3) abolition of compulsory labour; (4) recognition of labour associations established on a legal basis. The employers' association rejected these demands, and publicly declared that they did not recognise the Federal Committee as representatives of the miners. Two inconsiderable disputes were the forerunners of the monster strike of August, 1906, which also affected the factory workers of Bilbao. This strike came to an end as the outcome of a conference between the strike committee and the King on board the "Giralda."

In the meantime the workmen's leaders were able to induce the workers to forego the less essential demands, and in the year 1910 the struggle turned exclusively on the question of the nine-hours day. The employers again

obstinately refused to accede to the demand, although it was supported by the Government, the Institute for Social Reform, and by the whole of public opinion. The Government regarded the strike at first as a political movement, and drafted large bodies of troops to the Biscay territory. When, however, it was declared, in the presence of the military authorities, at a large meeting of the strikers in Gallarta, that the strike was of an exclusively economic character, and would cease on the day when the employers would agree to a reduction of the working hours which had existed since 1890, the Government promised to submit to the workers the draft of an Act relating to the reduction of the working hours in mines. The Institute for Social Reform drew up a draft, which was submitted to the Legislature and dealt with by it with all speed.

With respect to the actual conditions of labour in the iron-ore mines, the Institute for Social Reform had established the following figures: In Biscay the actual working day, taking the yearly average for 12,000 workmen, was 10 hours; in Santander, for 6,000 workmen, $9\frac{1}{2}$ –10 hours; in Almeria, for 1,800 workmen, $9-9\frac{1}{2}$ hours; in Teruel (Ojos negros), for 1,500 workmen $9\frac{1}{2}$ hours; in Seville (Guadalcanal), for 800 workmen, $8\frac{1}{2}$ hours.

The following table gives more exact particulars of the labour conditions in the whole of the mines.

	Number of Workmen.			Actual Working Hours.	
	Under-ground.	Above Ground.	Total.	Under-ground.	Above Ground.
Iron Ore:					
Biscay	700	11300	12000	8–10	10
Santander	200	6000	6200	$10\frac{1}{2}$	$9\frac{1}{2}$ –10
Murcia	4600	3400	8000	$10\frac{1}{2}$	$9-9\frac{1}{2}$
Almeria	4800	1800	6600	9–10	$9-9\frac{1}{2}$
Lugo	470	386	856	10	10
Seville	70	800	870	$8\frac{1}{2}$	$8\frac{1}{2}$
Copper Ore:					
Huelva	8200	12300	20500	$7\frac{1}{2}$	$9\frac{1}{2}$ –10
Coal:					
Oviedo	11500	4100	15600	$8\frac{1}{2}$ – $9\frac{1}{2}$	10– $10\frac{1}{2}$
Cordoba	2500	1400	3900	8–9	9–10
Leon	1400	500	1900	$8\frac{1}{2}$ –10	10
Cuidad Real	800	700	1500	$9\frac{1}{2}$	10
Palencia	800	900	1700	9–10	10
Seville	900	500	1400	8	9
Teruel	300	200	500	10	10
Barcelona	280	140	420	$9\frac{1}{2}$	$10\frac{1}{2}$
Argentiferous Lead Ore and Lead Ore:					
Murcia	3140	2260	5400	8–10	10
Cuidad Real	1900	1300	3200	8–9	10
Jaén	4200	3300	7500	8	9
Cordoba	1600	1600	3200	8	$9\frac{1}{2}$
Badajoz	1000	1000	2000	8–10	10
Zinc Ore:					
Murcia	680	820	1500	8–10	10
Santander	700	1700	2400	$10\frac{1}{2}$	10

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For the other provinces, and for all kinds of ores, the average working hours were as follows :—

	Under-ground.	Above Ground.
Alava	10-10½	10½
Albacate	10½	9½
Alicante	10½	8½
Balearen	9	10
Badajoz	8	9
Cáceres	8	9
Castellón	10	9
Guadalajara	10½	10½
Gerona	9½	10
Granada : Sierra de Lujar	8	9
Other Districts	9 and 10	10
Huesca	9 and 10	10
Logroño	10	10
Lérida	10	10
Lugo	10	10½
Malaga	8	8-9
Madrid	8	8-9
Navarra	10	8-10½
Pontevedra	9	8-10½
Valencia	10	9-10
Valladolid	8	9
Saragossa	9	10

With respect to the 147,583 workmen engaged in the mining industry in the year 1908, the Spanish mining statistics show that these figures are composed as follows :—

I.—In mining work proper :—

(i.) Underground—

Men	aged 16-18	6010
	above 18	49133

(ii.) Above Ground—

(a) Men	aged 10-16	3689
	aged 16-18	8522
	above 18	50944
(b) Women	aged 10-16	239
	aged 16-18	709
	above 18	1626

II.—In ore-dressing :—

(a) Men	aged 10-16	662
	aged 16-18	1696
	above 18	23962
(b) Women	aged 10-16	36
	aged 16-18	149
	above 18	206

The Government Bill, submitted to the Chamber of Deputies on 19th October, fixed the normal working day in underground work at nine hours, and in works above ground, on a yearly average, at 9½ hours (maximum, 10 hours), and provided that, in districts where a shorter working day is customary, the latter hours should not be extended. According to §1, the following classes are subject to the Act : “ The work in the extraction of minerals for direct use—namely, the cutting of the ore in shafts, galleries, and other places, whether above or below ground, drainage work, work in the interests

of the security and sanitation of the mine, the use of machinery in the operations and in the transporting of persons, minerals, rubbish, and materials in the interior or in the surface work of the mine, within the area of the concessions; the aerial railways or cables under the conditions stated; the washing of minerals, and all occupations directly connected with the extraction of minerals, also turf-cutting undertakings, stone quarries, or undertakings for extracting building materials, whether above or below ground, sea-salt works and rock salt works, and the getting of underground mineral and medicinal waters." The following are expressly excluded: "Work in offices and workshops outside the mine which is similar to work performed in other industries, and work in workshops for the preparation of mineral substances by a mechanical process, and ore-dressing works."

According to the Bill, in the case of underground workings, the beginning of the shift was to be reckoned from the time when the workman steps on to the cage or on to the stairway or enters the gallery, should there be no shaft, without reckoning the distance to the place where the work is done; the working day was to terminate "at the mouth of the pit." Intervals for rest were not to be reckoned in with the working time. For surface work the Bill defined the shift as from the time of the roll-call to the termination of work at the place of work, likewise deducting the interval for rest.

Overtime was permitted in return for appropriate remuneration: (1) for the rectification of defects and obstacles in the mine arrangements; (2) in cases of risk to persons and property, and in cases of accident; (3) in works where, owing to their position, work can only be carried on for six months continuously; (4) in works in which the observance of the maximum working day could not be carried out for technical reasons. (In the last two cases overtime work was not to be carried on for more than one hour per day, or six hours per week, at the most.) In special cases there might also be a second shift within the 24 hours. For work specially injurious to health (as, for instance, work in damp places, or places where the temperature exceeds 33°C.) and for underground and other workings injurious to health in the quicksilver mines of Almadén, a "maximum working day in the interests of health" was prescribed, in accordance with the model regulations drafted by the Fire-damp Commission in July, 1908, on the lines of the Prussian and Dutch regulations on the subject. The employment of women and young persons under 16 years of age was to be prohibited in underground works, and only allowed in surface work subject to the observance of the provisions of the Act of 13th March, 1900, and for a maximum period of 9½ hours per day. The Act and the regulations in pursuance of it were to be posted up in a prominent position; infringements were to be subject to a penalty of from 5 to 500 pesetas.

The Committee of the Chamber of Deputies, which, after fresh inquiries, issued its report on 24th November, made but few amendments in the Bill. §1, relating to the application of the Act, was restricted and simplified, all occupations being excluded "which do not belong to mining proper (*que no son propios del ramo de laboreo*), or which are of a similar nature to those occupations in other industries which are not regulated by law." Accordingly, the following words were omitted from the above paragraph: "or in the surface workings of the mine, within the area of the concessions"; and also the words, "the aerial railways or cables under the conditions indicated; the washing of minerals." Other amendments purported to facilitate the carrying out of the Act. The regulation relating to the duration of the shift was re-drafted in the following manner:—

"§6. In the case of work below ground the working day shall be deemed to commence when the first workman enters the shaft, gallery, or passage, regardless of the time occupied in reaching the workplace, and to terminate at the moment when the first workman to return reaches the entrance of the mine.

"Breaks for meals and periodical breaks in work within the mine shall not be included in the period of employment, and shall be regulated for each undertaking by the rules of employment, by agreement, or by local usage. Notwithstanding, breaks which are not dependent upon the wishes of the workmen, but are required by the conditions of work, shall be included in the period of employment.

"In the case of surface work, the period of employment shall commence at roll-call or when the workmen are registered by any method as having commenced work, and shall terminate on the termination of the shift. The breaks in work shall not be included in the period of employment, and interruptions required by the conditions of work shall be so included."

The interval by which, according to §9, in the case of a second shift, two shifts of the same workmen must be separated, was reduced from five to four hours. The maximum fine was raised to 2,500 pesetas; in addition, the Mining Directors (*Jefaturas de minas*) and the Mining Council were accorded increased powers. In this form the Bill received the consent of the Chamber of Deputies and the Senate. (The proposals of Pablo Iglesias and others, relating to the introduction of the eight-hour day for underground work and of the nine-hour day for surface working, were rejected.)

In accordance with a resolution of the Mining Council, a Decree of 12th November, 1910 (Title E.B. VI., p. 28, No. 8), provides that all persons in the mine employed as attendants of machinery for winding, working, draining, or conveying, must hold a certificate of technical capacity, or at any rate a certificate of their practical experience of the work.

[See also:—1·2, Transvaal and Mozambique; 2·01, Portugal, Prussia; 2·03, Great Britain; 2·32, Transvaal; 2·5, German Empire, Prussia; 2·6, Austria, Great Britain Italy, Spain; 4·1, German Empire; 4·2, Belgium.]

2·12. STONE AND EARTH INDUSTRIES

GERMANY: Prussia. As the inquiries instituted in pursuance of the Prussian Decree of 30th December, 1908 (Title E.B. III., p. 341, No. 4), showed that in the majority of the German Federated States the need of special regulations for the protection of workers of artificial stone was not apparent, the issue of regulations of the kind is to be for the present deferred, in accordance with the Decree of 7th May, 1910 (Title E.B. VI., p. 13, No. 2). On the other hand, the industrial inspectors are instructed to see that the artificial stone is kept, as far as practicable, in a wet state when working.

Wurttemberg. A Decree has been issued, dated the 17th December, 1909 (Title E.B. VI., p. 114, No. 8), with reference to the execution of a Notification of the Federal Council, dated 31st May/8th December, 1909 (Text E.B. IV., p. 165, No. 1; and V., p. 76, No. 6), in regard to the management of quarries and stone-cutting works. In *Schwarzburg-Sonderhausen* an Order, dated 22nd June, 1909 (Title E.B. VI., p. 116, No. 2), relates to the above-mentioned industries.

The *Württemberg* Decree, dated 30th July, 1909 (Title E.B. VI., p. 113, No. 1), contains an executive Order in pursuance of the Notification of the Federal Council dated the 3rd July and 17th December, 1909 (Text E.B. IV., p. 167, No. 3, and V., p. 77, No. 7), in regard to establishments in which Thomas-slag is ground or ground slag stored.

[See also :—2·01, France, Netherlands ; 2·03, France, Great Britain ; 2·6, Austria, Great Britain]

2·13. METAL TRADES

GERMANY. A Decree of the *Prussian* Ministry, dated 8th February, 1911 (Title E.B. VI., p. 105, No. 3), contains principles for the supervision of metal pickling plants by the industrial police authorities.

[See also :—2·04, Great Britain ; 2·05, Great Britain ; 4·1, German Empire.]

2·14. CHEMICAL TRADES

GERMANY. It has been ascertained for certain that dangerous cases of illness which have repeatedly occurred in works where the by-products of the aniline colour industry are produced and recovered can be traced back to the effect of the so-called nitro and amido compounds. This fact has prompted the Imperial Ministry of the Interior to elaborate a set of draft principles for the equipment and management of works where nitro or amido compounds are produced or regularly recovered in comparatively large quantities. This draft was subsequently discussed with Government representatives of the Federated States concerned, with expert industrial inspectors and medical men, and also with expert representatives of the employers and workers. All the essential features of this draft met with their full approval. Any amendments suggested were given the fullest consideration. The principles thus drawn up, the text of which is given in E.B. VI., p. 231, in the form of a Prussian Ministerial Decree dated 21st October, 1911, are to serve as a basis on which the executive authorities and industrial inspectors may determine the conditions considered indispensable for official sanction (§§16 and 25 of the Industrial Code), as also for the supervision by the competent Police Authorities of the works concerned. They will also serve as an indication, if necessary, of the nature of the requirements in regard to the protection of the workers which may be enforced in such works or works departments where the substances mentioned under (1) of the principles are only used by the way or recovered only in small quantities. The principles, however, are not intended to represent by any means absolutely binding regulations, but in each individual case it is left to the discretion of the responsible expert official to decide whether, and to what extent, exemptions may be allowed, or to impose more far-reaching regulations.

In consideration of the number of serious accidents which occurred during the year 1909 in connection with the manufacture of celluloid articles, a *Württemberg* Decree, dated 25th December, 1910 (Title E.B. VI., p. 238, No. 6), issued in imitation of the *Prussian* regulations (Ministerial Decree, dated 7th May, 1910 ; Title E.B. VI., p. 14, No. 3), establishes certain principles for supervision by the competent Police Authorities of celluloid goods factories and their stock-rooms, and for formulating regulations to be enforced in regard to celluloid warehouses (for raw material, manufactured goods, and waste products).

[See also :—2·01, Great Britain ; 2·03, Belgium, Prussia.]

2-15. TEXTILE TRADES

GERMANY. A *Prussian* Decree, dated 23rd December, 1910 (Title E.B. VI., p. 105, No. 2), publishes an expert opinion given by the Royal Technical Industrial Deputation, on the application of the Notification in regard to the equipment and management of horse-hair spinning mills, dated 22nd October, 1902 (Text G.B. I., p. 499, No. 2).

[See also :—2-00, India, Japan ; 2-01, Belgium, Portugal ; 2-03, Austria ; 2-6, Great Britain ; 4-1, German Empire.]

2-16. PAPER TRADE

AUSTRIA. In pursuance of §74 of the Industrial Code, and consequent on petitions by the Commission for the Prevention of Accidents, an Austrian Ministerial Order was issued on 25th September, 1911 (Text E.B. VI., p. 255, No. 5), in regard to the protection of life and health of workers engaged in the paper-making industry. This Order applies to all mills where paper is manufactured from rags, as well as from wood-shavings and wood and straw fibre, but not to works of which the sole output consists of the last-named partially manufactured materials. Detailed provisions regulate the material used, the processes and workrooms (employment and treatment of rags ; steam boiling apparatus ; preparation of the pulp and paper ; cleaning and ventilation of workrooms ; installation of washing, bath and dressing-rooms ; supply of working clothes and respirators ; first-aid). Regulations are also included in regard to the employment of workers and their conduct in connection with dangerous work. Penalties are imposed for non-observance of the regulations. The Order came into force six months after its publication.

2-17. LEATHER TRADE

FRANCE. A Decree, dated 2nd June, 1911 (Text E.B. VI., p. 172, No. 26), establishes special regulations for the protection of workers engaged in the fur-cutting trade. Special attention is paid to the storing of skins and furs, the discharge of waste water, the preparation and discharge of mercuric nitrate for carotting, the condition and cleaning of carotting rooms, the brushing, cutting and blowing of skins under such conditions as shall prevent the dissemination of dust, the supply of overalls and head-coverings, the installation of lavatories and dressing rooms. The proprietor may be exempted from the observance of some of the regulations should it prove impracticable to carry them out, or should other protective measures be adopted in regard to the safety of workers. No worker may be permitted to undertake work which entails danger of poisoning, unless a medical examination shall have revealed no symptoms whatever of hydrargyriasis. The said examination must take place every three months. The medical practitioner who undertakes the examinations is appointed and remunerated by the employer. Further regulations deal with the posting up in work-places of copies of the regulations contained in the Decree and of work-room regulations, together with a warning calling the workers' attention to the risks of the occupation.

[See also :—2-03, Belgium, France, Prussia, Reuss-a-L., Saxony, Württemberg 4-1, German Empire.]

218. PREPARATION OF FOOD, Etc.

AUSTRIA. An Order dated 4th July, 1910 (Text E.B. VI., p. 18, No. 5), permits Sunday labour in the production of artificial ice, for working the ice-making machinery, up to 11th September, 1910 (inclusive).

A further Order, dated 29th November, 1910 (Title E.B. VI., p. 22, No. 8), by which the manufacture of soda-water, hitherto open to all, is now reserved to persons in possession of a licence, contains, incidentally, special provisions for the protection of labour. In particular it requires that the work-rooms shall be clean, well lighted and well ventilated, and provided with an impermeable, sloping floor, easy to clean. The walls must be of smooth plaster, and have a washable coating of paint up to a height of at least 2 metres above the floor-level. The use of the workrooms for other occupations not connected with the work, as also for the purposes of dwelling rooms, washhouses or kitchens, is prohibited. For the necessary operations with sulphuric acid, vessels must be employed which prevent, as far as possible, danger to the workers from the acid. Workers occupied at the filling appliances must be supplied with wire masks for the face and leather cuffs. Other provisions have reference to the protection of the workers against the risk of explosion.

Another Austrian Order, dated 22nd August, 1911 (Text E.B. VI., p. 241, No. 3), contains regulations for the protection of workers in raw sugar factories and sugar refineries. "The new provisions are not only intended to prevent the risks arising in connection with machinery, which are, to a certain extent, a natural consequence of the said work, but they also aim at the protection of workers from those special dangers, such as scalding, injurious gases, development of dust, contact with corrosive substances, to which workers in the sugar industry are specially liable. In this respect the Order deals with every single stage in the manufacture of sugar, *i.e.*, from the very moment the beetroot has been received. Special measures have been included to protect the worker when entering the molasses pits and in other dangerous work. Certain appliances, the use of which involves danger (montejus, receivers, centrifugals, etc.), must now be periodically tested. Finally, the regulations also contain provisions for the protection of health and regulate the conduct of workers during processes which are specially dangerous." (*Soziale Rundschau* 1911, 1398.)

GERMANY: Brunswick. The Act, dated 22nd June, 1909 (Title E.B. VI., p. 115, No. 1), in regard to the management of slaughter-houses, etc.), includes, *inter alia*, regulations for the protection of the workers (air-space, cleanliness of rooms, conveniences for washing, working clothes, posting up of copies of the Act).

Lubeck. The Decree of 1st April, 1895, has been amended by a Decree dated 15th May, 1909 (Title E.B. VI., p. 117, No. 2), introducing new regulations in regard to the employment of bakers on Sundays and holidays. The new provisions permit of the employment of bakers for a period of eight hours on Sundays and holidays, with the exception of the three high festivals, and on the condition that the workers shall be granted an uninterrupted rest of 16 hours, to commence at 12 o'clock midnight at the earliest, and at the latest by 8 a.m.

[See also:—2'01, Austria, Basle Town, German Empire, Portugal, Prussia, Sweden; 2'02, Belgium, Portugal, Spain.]

2-19. CLOTHING AND CLEANING TRADES.

AUSTRIA. The question as to whether and to what extent the Austrian Act of 14th January, 1910 (Text E.B. V., p. 200, No. 2), relating to the period of employment and the closing hour in shops, etc., is to be applied to barbers' and hairdressers' businesses, is answered by a Decree, dated 27th May, 1910 (Title E.B. VI., p. 18, No. 4), in the sense that the said trades are not in principle subject to the Act, since they are concerned with the rendering of services, while the Act only deals with commercial and distributive businesses and with the sale of the products of manufacture. The Act only applies in cases where the usual trade in brushes, combs, perfumery, etc., is carried on on such a scale that it must be considered as a permanent trade, and in connection with the sale of goods which hairdressers, and especially wig-makers, may produce under their industrial licences (Gewerbeberechtigung).

GERMANY : Prussia. A Decree, dated 19th May, 1910 (Title E.B. VI., p. 14, No. 4; see also p. LV.), prohibited the employment of cutters, etc., for measuring on Sundays and holidays. It has been ascertained, however, that, according to particular local conditions, it may prove necessary, within certain limits, to employ cutters on Sundays. A supplementary Decree, dated 22nd April, 1911, therefore embodies the following paragraph, 171a (Title E.B. VI., p. 107, No. 4):

“**CLOTHING INDUSTRY.**—In establishments where clothes are made to measure, a cutter may be employed for the purpose of measuring. His hours of employment shall only be after the principal church service, and shall not extend beyond 2 p.m. o'clock.”

[See also :—2'00, New Zealand; 2'01, Basle Town, France; 2'02, Cyprus, Prussia; 2'04, Great Britain; 2'05, Great Britain and Ireland; 2'193, Bremen.]

2-191 BUILDING TRADES.

GERMANY. A *Bavarian* Notification, dated 26th August, 1909 (Title E.B. VI., p. 108, No. 2), points out that the regulations issued by the higher police authorities, in regard to the protection of workers engaged in building operations, and dated 24th July, 1904 (Text G.B. III., p. 250), have been repeatedly modified, and that they were published in an amended form on 21st August, 1909. (Title E.B. V., p. 91). It directs police authorities and Building Boards to enforce the said regulations in the case of both State and private building operations.

Prussia. In a Ministerial Decree, dated 14th October, 1910, (Title E.B. VI., p. 15, No. 13), attention is directed to the fact that the supervision of the building trade, exercised in the interests of the workmen, in accordance with the Decree of 22nd March, 1910 (Title E.B. V., p. 174, No. 2), is not restricted to high buildings, but applies equally to the demolition of buildings, as also to the carrying out of subterranean works.

The Notification of 27th June, 1905 (Text G.B. IV., p. 182, No. 2), relating to the painting, decorating, white-washing, and varnishing trades, contains, in §§8-11, special provisions for factories and ship-wharves. As the definition of “factory,” in so far as it previously related to the area of application of the regulations for the protection of the workers, has been widened by the amendment of the Industrial Code of 28th December, 1908 (Text E.B. III., p. 335, No. 3), a corresponding amendment of the said Notification became advisable.

Accordingly, a Ministerial Decree was issued on 5th July, 1910 (Title E.B. VI., p. 14, No. 8), with the object of requesting the Administrative Presidents to give their opinions on the subject, and to state whether the expression "factory" would be better replaced by the expression "establishments where at least 10 workers are employed," or whether a different definition of the industries, in which the provisions of §§8-11 are to be applied, would appear desirable.

In the Free Hanse Town of *Lübeck* a Decree was issued on 13th January, 1909 (Title E.B. VI., p. 117, No. 1), in regard to the protection against danger to life and health of workers in the building trade.

In pursuance of §§32, paragraph 2, 68, paragraph 2, 96, 118, paragraph 6, and 119, paragraph 2, of the Building Code of 28th July, 1910, the *Württemberg* Ministry of the Interior has issued a Decree, dated 10th May, 1911 (Title E.B. VI., p. 238, No. 7), in regard to the protection of workers engaged in building operations.

[See also :—2·03, Belgium, France; 2·5, Austria; 2·6, Great Britain; 4·1, Württemberg.]

2·102. POLYGRAPHIC TRADES.

AUSTRIA. The protection of life and health of printers and lithographers, as well as type-founders, forms the subject of an Austrian Ministerial Order, dated the 23rd August, 1911 (Text E.B. VI., p. 246, No. 4). The Order was drafted by a trade committee as the result of a compromise, after lengthy discussions between employers and workers. It was approved of and recommended for introduction as speedily as possible by the Industrial Committee of the Advisory Labour Council on 27th June, 1911, and on the 6th/22nd July, 1911, the Commission for the Prevention of Accidents of the Industrial Council and the second Department of the Industrial Council adopted a similar course. (*Soziale Rundschau*, 1911, pp. 1089, 1096, 1396.)

The various regulations of the Order correspond, on the whole—partly word for word—with the principles for the regulation of hygienic conditions in printing and type-founding works (indicated by Pr. hereafter), adopted by the International Association for Labour Legislation at the sixth Delegates' Meeting at Lugano, 26th/28th September, 1910.

The Order, divided in three Sections, regulates the condition of industrial workshops, workrooms, and their installation, and special industrial conditions and supervision. As regards works of recent construction, the workrooms must, generally, conform to the requirements of the Ministerial Order, dated 23rd November, 1905 (Extract E.B. I., p. 11, No. 2). The minimum allowance of air space for each worker must amount to 15 cb. metres, while the minimum floor space must comprise 3 sq. metres (Pr. 1), or in work of a less dangerous nature the minimum air and floor space must amount to 12 cb. metres and 2·6 sq. metres respectively. The industrial authorities of first instance may, by way of exception, grant a reduction of the above-mentioned standards for 60 days per annum in regard to type-setting rooms, and 30 days per annum in regard to all other workrooms. The use of underground workrooms is prohibited under certain conditions in regard to specially dangerous work (Pr. 2). Work which gives rise to dust or an increase in temperature must be undertaken in separate workrooms, while the composing and printing rooms must also be separated from each other as far as possible (Pr. 2). Bronzing,

too, must be carried on, wherever possible, in separate rooms, and, where done on a large scale, by means of bronzing machines (Pr. 11). Detailed rules regulate the conditions of the floors and walls, spittoons, washing rooms and dressing-rooms, and clothes lockers (Pr. 4, 5, 7, 14). Works where more than 20 persons are employed must be provided with special washing and dressing rooms, and dining-rooms must be provided in establishments working night shifts. Further provisions deal with protection against accidents and heat radiation. Under the heading "Special Industrial Regulations," the employment of women of all ages and of boys under 16 years of age (except for training purposes) on heavy work and work involving a risk of lead-poisoning, is prohibited (Pr. 6). Thus the Austrian Administration has not hesitated to give a negative reply to the question raised by the International Association, as to whether women should be finally admitted as hand and machine compositors. Exceptions in regard to the prohibition of the employment of women, however, exist, inasmuch as, if over the age of 17, they may undertake bronzing work and, if over 16 years of age, they may carry out certain light operations in the type-foundry or the packing-room. Apprentices under the age of 16 must not be employed on bronzing with bronzing powder, cleaning of cases or on any other work which is bound to raise dust (Pr. 6). Further regulations relate to the lighting and heating (Pr. 3), ventilation (Pr. 7), and cleanliness (Pr. 7) of the workrooms, the construction of compositors' tables and shelves (Pr. 8), the preparation of lead-colours, which must be undertaken by means of mechanical appliances (Pr. 10), and exhaust hoods, etc., for melting-pots (Pr. 9).

Special working clothes are to be used for work which involves the danger of poisoning (Pr. 12). The employer must provide working clothes (and be responsible for their cleanliness) in the case of workers who handle dry lead colours, and who are engaged in bronzing, and for persons employed in the type-foundries, type-casting apprentices and unskilled type-casting assistants. The employer must provide respirators for work which generates dust (Pr. 11). Workers must be given strict instructions in regard to cleanliness, eating, drinking, smoking, etc. (Pr. 14). Those workers who are exposed to the danger of lead-poisoning must submit to medical examination by the official medical man, if practicable during the working hours, with the consent of the employer, or otherwise immediately before or after. Workers suffering from lead-poisoning must be removed from dangerous work and referred immediately to the sick fund doctor. They must not resume dangerous work without the consent of the medical man (Pr. 15). The results of the medical examinations must be submitted to the Industrial Authorities. This Order is to come into force one year after its notification, but it applies immediately to new works.

DENMARK. By a Notification of the Danish Government, of 17th January, 1910 (Title E.B. VI., p. 26, No. 4), the provisions of the Decree of 9th January, 1904, relating to printing and type-founding (Text G.B. III., p. 261, No. 2), which refer to the posting up of the regulations in workshops, have been amended in some points.

2.193. TRADE AND COMMERCE.

AUSTRIA. A Decree, dated 2nd May, 1910 (Text E.B. VI., p. 17, No. 3), provides that in places for the sale of tobacco the public sale-rooms (shops), as well as the offices and store-rooms attached, must be closed from 9 o'clock in the evening to 5 o'clock in the morning, but the period of continuous sale must

not be less than 12 hours. Independent tobacconists may adopt the system prescribed in the Act of 14th January, 1910, granting employees an uninterrupted period of 11 hours' rest and a midday break of at least one hour. Exceptions may be allowed for particular establishments and for certain days of the week.

GERMANY : Bremen. The regulations in regard to the closing of shops in Bremen have been amended as follows :—(1) In conformity with the Notification dated 13th May, 1910 (Title E.B. VI., p. 117, No. 1), certain chemists' shops may be kept open by mutual agreement on Sundays and holidays from 2 o'clock in the afternoon until 11 o'clock at night (hitherto until 9 o'clock only); (2) An Order, dated 31st July, 1910 (Title E.B. VI., p. 117, No. 2), provides that public places of sale in the town of Vegesack, apart from businesses solely devoted to the sale of cigars and hairdressers' shops, shall be closed for business between 8 and 9 o'clock in the evening, except on Saturdays; (3) An Order, dated 25th December, 1910 (Title E.B. VI., p. 118, No. 5), provides a similar regulation in regard to Bremerhaven, with the exception, however, of tobacconists' shops. The date on which this Order is to come into force, which had originally been fixed for 1st January, 1911, is, in accordance with the Order of 31st December, 1910 (Title E.B. VI., p. 118, No. 6), to be fixed by Order.

Prussia. A Decree, dated 22nd November, 1910, permitted the sale of books, etc., at bookstalls at the main railway stations of Frankfort-on-Main and Wiesbaden, even during those hours when the sale of such articles was prohibited as far as the book trade was concerned, on the condition that employees should be granted the periods of rest stipulated in the Decree dated 25th July, 1896. A similar concession, by Decree dated 2nd May, 1911 (Title E.B. VI., p. 107, No. 5), has been granted to other railway stations where there is considerable traffic, on the understanding that other newsvendors and booksellers are not placed at too great a disadvantage, and that the employees who are engaged on Sunday work beyond the recognised working hours shall be released from work either every third Sunday for 36 consecutive hours, or every other Sunday from 6 a.m. until 6 p.m., at least.

[See also :—2·01, Iceland; 2·02, Austria, Cyprus; 2·30, Austria, Belgium.]

2·104. CARRYING TRADE.

BELGIUM. As the interpretation of §32 of the Decree of 20th November, 1906 (Text E.B. I., p. 418, No. 2), relating to protective measures in the loading and unloading of ships, led to differences of opinion, the Section has been amended by Decree of 7th September, 1910 (Title E.B. VI., p. 126, No. 5), and now reads as follows :—"§32. The lighting arrangements and appliances employed in the places indicated in the foregoing Section shall be so placed, distributed and maintained as to offer all desirable guarantees for safety. Should the lighting be by means of petroleum or any other oil or mineral extracts, precautions shall be taken to prevent the dropping, tipping and exploding of the lamps, as also the escaping of the fluid; the lamps shall, moreover, be of sufficient rigidity, their reservoirs shall be closed by means of screwed-in plugs, and the wick-tubes shall be provided with an arrangement to prevent the oil from escaping."

FRANCE. By Decree of 7th April, 1910 (Title E.B. VI., p. 164, No. 8), the French Act of 17th April, 1907 (Extract E.B. II., p. 246, No. 9), relating to the safety of the sea-going service and the regulation of labour on board mercantile vessels, was extended to Algeria.

GERMANY : Cameroons. By an Order dated 24th May, 1909 (Title E.B. V., p. 5, No. 2), the unloading and loading of sea-going ships on Sundays and holidays was prohibited in the Cameroons. An Order dated 5th March, 1910 (Title E.B. VI., p. 104) empowers the Governor in special cases to grant exemptions from this prohibition, upon payment of certain fees.

NETHERLANDS. By Notification of 25th October, 1907, the Dutch Government submitted to the Legislature a Bill relating to shipping, which was accepted by the Second Chamber on 13th May, 1909, and by the First Chamber on 29th June of the same year, and became law on 1st July, 1909 (Title E.B. VI., p. 85, No. 1). The Act contains provisions relating to precautions against mishap at sea and the investigation of accidents, and also relating to disciplinary measures imposed on captains, mates, and engineers. Under the Act, no Dutch ship may put to sea without the certificate of sea-worthiness required by the law. All ships remain at all times subject to Government inspection. The inspection is entrusted to a special staff of officers under the control of a Chief Inspector, which staff has access at any time to the ships subject to the Act, and is empowered to question the captain and crew. A Shipping Council is established as authority for appeal. Every shipping accident must be investigated by the inspectors and, if necessary, by the Shipping Council. Should the result of this inquiry prove that the mishap was occasioned by want of skill on the part of a captain, mate or engineer, the person concerned may be deprived of his certificates. Executive regulations required by the Act are contained in a number of Decrees (dated 22nd September, 2nd October, 5th October, 1909, and 3rd February, 1910 ; Titles E.B. VI., pp. 87 and 88, Nos. 6-13). Of these Decrees, No. 6 (using for the sake of brevity the numeration on pp. 87 and 88 of E.B. VI.) fixed the date for the coming into force of the Act as 27th September, 1909, with the exception of §§3 and 4 of the Act, which, in accordance with No. 9, did not come into force until 1st October, 1909 ; No. 7 contains provisions relating to the inspection of ships with regard to the issue of certificates of sea-worthiness, as also with respect to the equipment, loading and manning of ships ; No. 8 contains instructions for the use of the officials of the Department of Shipping Inspection ; No. 10 grants private inquiry offices State recognition ; Nos. 11 and 13 recognise the regulations issued by the German Shipping Trade Association and the provisions of the British Merchant Shipping Acts, relating to the load-line of ships, as fully meeting the requirement of the Dutch law ; No. 12 regulates the procedure in the case of appeals to the Shipping Council.

[See also :—2.02, Portugal ; 2.5, Bremen ; 2.6, German Empire ; 4.1, German Empire, Netherlands ; 4.2, France.]

2.195. HOTELS, RESTAURANTS, Etc.

GERMANY : Prussia. A Ministerial Decree, of 3rd December, 1910 (Title E.B. VI., p. 16, No. 15) calls attention to the fact that hotels and public-houses in which at least 20 persons are employed are brought by the Act of 28th December, 1908 (Text E.B. III., p. 335, No. 3), under §§133*h*-134*h* of the Industrial Code, and are consequently required to issue rules of employment.

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NEW ZEALAND. Under the legislation hitherto in force, hotels were subject to the law relating to shops and offices, but the enforcement of the regulations with respect to employees in hotels was impossible, because, in accordance with the Licensing Act, they were required to be open at fixed hours. Consequently the Government brought in a Bill on 29th July, 1910, which established the 62-hour week for male hotel employees and a 58-hour week for the female employees. It was ascertained that in regard to women employees, the 58-hour week was actually enforced in Wellington only, although the working week in other places consisted of 52 hours only, and for this reason the Government introduced a corresponding amendment in the Committee stage of the Bill in the House of Representatives. A further provision was introduced to supply an omission previously existing in the Act, by which night-porters and night-watchmen in hotels were accorded, in place of the weekly half-holidays, an entire holiday of 24 hours every 14 days. The Bill further provided that the proprietor of a hotel or restaurant should be required to grant to his employees, in place of the prescribed half-holidays or whole holidays, 14 days' leave of absence on full pay every quarter. Further provisions regulated the keeping of holiday-books in hotels and restaurants, and of wages and time-books in shops generally, and the modification of district limits. The Act, accepted with slight amendments by both Houses, on 3rd December, 1910 (Text E.B. VI., p. 42, No. 2), contains, accordingly, the following provisions relating to the working hours of the staff in hotels and restaurants :—

- I. Maximum weekly working hours :
 - (a) Hotels : Male employees of over 16 years of age, 62 hours ; other persons, 58 hours. .
 - (b) Restaurants : Male employees of over 16 years of age, 62 hours ; other persons, 52 hours.
- II. Maximum working day, 10 hours.
- III. Period of continuous work : Maximum, 5 hours (one hour interval for meals).
- IV. Weekly half-holiday, commencing at 2 o'clock in the afternoon.
- V. Overtime : Maximum, 3 hours per day and 90 hours per year. (Additional pay, half as much wages again, or at least 9d. per hour.)

SWITZERLAND : Appenzell-a-Rh. The Hotels and Public Houses Act of the Swiss Canton Appenzell-a-Rh., dated 26th April, 1908 (Extract E.B. VI., p. 99), secures to employees a minimum eight-hour night rest, between 8 p.m. and 8 a.m., and a minimum uninterrupted 6-hour weekly rest between 8 a.m. and 8 p.m., which must fall once a month on a Sunday. The weekly rest may be replaced by leave on full pay granted in two periods of five days each. Girls under 18 years of age, not belonging to the family of the proprietor, and children under 16 years of age, may not be employed regularly in serving customers, and on other occupations their work must not extend after 9 p.m., or in the winter after 8 p.m.

[See also :—2'01 Basle Town; 2'02, Cyprus, Spain.]

2-196. MILITARY AND CIVIL SERVICE.

SPAIN. The Act dated 7th January, 1908 (*Ley de Organizaciones maritimas y armamentos navales militares*), reorganised the Spanish navy, and for that reason it proved necessary to draw up new regulations in regard to the arsenals. In pursuance of the Decree dated 15th December, 1907, a general Order was issued in regard to the industrial services of the arsenals, and was provisionally legalised by a Decree dated 25th February, 1911 (Title E.B. VI., p. 311, No. 8). The complete and detailed regulation of the work (§§88-185) shows an attempt to introduce the system of piece-work wherever possible (maximum permissible working hours: 15 hours, inclusive of intervals). "Apart from the equity of remunerating services rendered, proportionately to the amount of work performed, experience has shown that this system of working offers great advantages, and as it will doubtless result in a material saving of time and money, this system will be introduced on a larger scale; although at the same time, it should be pointed out that the system will have to be gradually introduced in the arsenal. It might first be given a trial with a view to familiarising our workers with the system. This will enable them to apply the system to the best advantage, and thus secure to the State the advantages which must necessarily result therefrom. (Preamble to the Decree, "*Boletin del Instituto de Reformas Sociales*," VII., 1164.)

[See also:—2·21, Prussia; 2·32, Basle Town, Transvaal; 2·4, Prussia; 4·2, France, Spain.]

2-2. UNEMPLOYMENT AND EMPLOYMENT BUREAUX.**2-20. UNEMPLOYMENT.**

BELGIUM. A Decree, dated 30th January, 1911 (Text E.B. VI., p. 150, No. 19), establishes, in accordance with the suggestion of Parliament, a permanent Committee of the recognised trade unions, of labour exchanges under joint management, and of insurance institutions, against involuntary employment. The Legislative Chambers thought that the State needed the assistance of an advisory committee when drawing up measures with a view of reducing unemployment, and set apart the necessary funds for this purpose in the 1910 Budget of the Minister of Industry and Labour. The committee consists of the chairman of the Mining Council, the general manager of the Labour Office, and 15 members appointed by the King from amongst the above societies and institutions.

DENMARK. The Act of 16th April, 1910 (Title E.B. VI., p. 26, No. 6), relating to measures to be adopted in case of exceptional unemployment, is exactly on the same lines as the Act passed in the previous year (1st April, 1909; Text E.B. IV., p. 202, No. 6).

SWITZERLAND: Basle-Town. In order to become a member of the State Unemployment Fund of the Canton of Basle-Town, established by the Act of 16th December, 1909 (Text E.B. V., p. 155, No. 2), the workman applying for insurance, in accordance with §2 (e) of the Administrative Order of the 23rd April, 1910 (Text E.B. V., p. 312), must have been employed for at least three months in a business situated within the Canton or outside the Canton in an establishment having its headquarters in Basle. By a resolution of the State Council of 3rd August, 1910 (Text E.B. VI., p. 227, No. 4), the form of this requirement is amended in the sense of requiring the workman to have

worked for at least three months within the Canton or in the neighbourhood, provided that the place of work is not more than 25 km. from Basle. On 26th October, 1910, regulations (Titles E.B. VI., p. 227, Nos. 5 to 7) were issued relating to the management of the State Unemployment Fund, to the assignment of work to the members of the Fund, and to its financial administration.

2.21. EMPLOYMENT BUREAUX.

GERMANY : Prussia. To the list set forth in E.B. V., p. LXXXVI., of regulations in pursuance of the German Act of 2nd June, 1910, relating to employment agents (Text E.B. V., p. 171, No. 2), the Prussian Ministerial Decree of 28th September, 1910 (Title E.B. VI., p. 15, No. 12) must be added. This Decree extends the prohibitory regulations of the Decree of 17th August, 1910, relating to the business of theatrical employment agencies, by prohibiting employment agents (1) from negotiating contracts in which the theatrical manager deducts certain sums in advance, from the salary promised to the person engaged (such as abatement, percentages, management charges, etc.) ; (2) from doing business with stage-managers with regard to whom they are aware, or in view of the manager's circumstances, must presume, that the deductions they make from the amount of the salary are made for the purpose of paying the theatrical agency fees, for which the stage-managers are themselves liable.

A summary of the position on the 1st January, 1911, as regards communal labour exchanges, or exchanges managed with communal assistance, is contained in a Ministerial Decree, dated 12th May, 1911 (Title E.B. VI., p. 107, No. 7).

GREAT BRITAIN & IRELAND. In pursuance of the British Labour Exchanges Act, dated 20th September, 1909 (Text E.B. V., p. 21, No. 2), and the General Regulations dated 28th January, 1910 (Text E.B. V., p. 238, No. 2), special Rules, dated 11th January, 1911 (Text E.B. VI., p. 259, No. 1), have now been issued in regard to the registration of juvenile applicants in Ireland, which are similar to the Rules for England and Wales, dated 7th February, 1910 (Text E.B. V., p. 240, No. 3).

[See also :—200, Japan, Servia.]

2.3. INDUSTRIAL COURTS ; RIGHT OF COMBINATION ; CONCILIATION AND ARBITRATION.

2.30. INDUSTRIAL COURTS.

AUSTRIA. The Austrian Commercial Assistants Act of 16th January, 1910 (Text E.B. V., p. 202, No. 3), provides, in §41, that disputes arising out of conditions of service regulated by the Act shall be within the competence of the Industrial Courts where the Industrial Code is applicable to the business of the employer. In accordance with these provisions, a Decree was issued on 8th November, 1910 (Title E.B. VI., p. 22, No. 7) relating to the formation of a specially selected panel in connection with the Industrial Courts, consisting of commercial employees and employers.

BELGIUM. The Belgian Act, dated 31st July, 1889,* does not extend to industrial and commercial employees. Early in the twentieth century applications were repeatedly made for these classes to be brought within its jurisdiction (Bill by Verheyen and others, dated 20th November, 1900; Bill by Defnet and others, dated 14th December, 1900; Bill by Denis and others, dated 27th February, 1901; Bill by Tibbaut and Carton de Wiart, dated 5th July, 1901). The Government originally intended to wait until it should be possible to revise the whole Act of 1889, but in consequence of pressure exercised by the Chamber it submitted, on 26th November, 1908, an amending Bill, which, apart from other modifications, provided for the formation of Councils of employees and workmen. The Chamber of Representatives supplemented this Bill by a number of Sections which contained important modifications in regard to the active and passive franchise of women, the constitution and presidency of the Industrial Courts, establishment of Courts of Appeal, compulsory voting, proportional representation, modification of election regulations, qualifications for the position of president or secretary, especially in regard to a knowledge of Flemish.

The Industrial and Labour Commission of the Senate did not, however, consider it sufficient merely to supplement the Act, and, with the consent of the Government and utilising the text passed by the Chamber on 10th February, 1909, they elaborated a complete amending Bill, which, after discussion by the Senate and the Chamber, became law on 15th May, 1910 (Text E.B. VI., p. 132).

Trade Councils are established for the purpose of settling, by way of conciliation or arbitration, labour disputes between employers on the one hand and workers or employees on the other hand, or between workers or employees themselves. Employers are defined as the proprietors of industrial, commercial or artistic undertakings, including chemists, gardeners, hair-dressers, and the owners of sea-fishing boats. Workmen are taken to include, apart from the workers proper (*i.e.*, anyone who habitually performs manual labour on behalf of an employer), apprentices, foremen, and overseers, porters and watchmen, artisans, railway employees and registered fishermen. Employees include anyone who is employed in an intellectual occupation, with

* According to the statistics of the year 1895 to 1908, about three-quarters of the disputes investigated by the Industrial Courts of Arbitration had been amicably settled under the Act of 1889. The proportion of cases settled by arbitration amounted to about 8 to 9 per cent. during the period of 1895 to 1902. The following table summarises the work of the Courts of Arbitration in conciliation cases (Rapport Claeys Bouúaert, Sénat, Session de 1909-1910; No. 8, p. 5):—

Year.	Total No. of Cases.		No. of Cases Settled by conciliation.		Percentage of Cases Settled by conciliation.	
1895	..	7153	..	5365	..	75%
1896	..	7624	..	5757	..	75%
1897	..	7470	..	5172	..	70%
1898	..	7872	..	5551	..	70%
1899	..	8245	..	5537	..	67%
1900	..	8289	..	5493	..	62.2%
1901	..	8584	..	5670	..	66%
1902	..	8462	..	5320	..	63.1%
1903	..	8305	..	5712	..	68.7%
1904	..	8740	..	5699	..	65.3%
1905	..	9046	..	6079	..	67.3%
1906	..	9276	..	6572	..	70.8%
1907	..	8969	..	6204	..	69.1%
1908	..	9188	..	5982	..	65.1%

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the exception of managers and officials earning a salary exceeding 6,000 francs. Every Trade Council may be divided into two departments, one for workers and the other for employees. The Council must include an equal number of employers and employed. The President is appointed by the King from two candidates nominated by a Trades Council. Electors of either sex who have completed their 30th year are eligible as trade councillors; in order to be an elector they must be Belgians and over 25 years of age. In Flemish districts, presidents, vice-presidents and court officers must furnish proofs of a sufficient knowledge of the Flemish language. The jurisdiction of the Councils includes:—Disputes in regard to apprenticeship, contracts of work and other working conditions (with the exception of accident compensation claims), claims for the restitution of deposits, documents, tools, etc., disputes in regard to work books, actions in regard to competition clauses, and disputes between different classes of workers. The jurisdiction of the Councils also covers claims up to 400 francs, in regard to which their decisions may not be appealed against. A conciliation bureau, consisting of two members, must be formed in each Trade Council or department of a Trade Council. Should the conciliation bureau be unable to effect a settlement, a dispute must be taken before the Council. The proceedings are public. Appeal may, where permissible at all, be made to the Trade Council Courts of Appeal, which also consist of two departments, each with 12 elected members (six acting and six deputy members), with a president and a deputy-president, to be appointed by the King. Orders dated 12th, 14th and 15th November, 1910 (Titles E.B. VI., pp. 148, 149, Nos. 12 to 14), contain regulations in regard to the drawing up and revision of voting lists. An Order dated 12th May, 1911 (Title E.B. VI., p. 151, No. 22), fixes 1st July, 1911, as the date on which the Act comes into force as regards existing Councils, while an Order, dated 24th June, 1911 (Title E.B. VI., p. 156, No. 25), provides that the system established by the Order of 22nd October, 1894, with reference to financial arrangements, shall be maintained.

SWITZERLAND. In Switzerland, legislation is in force relating to Industrial Courts in the Canton of Geneva (Acts of 4th October, 1882, 25th November, 1888, 12th May, 1897; amending Act of 26th January, 1910; E.B. V., p. 321); Vaud (26th November, 1888—25th November, 1892); Basle Town (29th April, 1889); Lucerne (16th February, 1892); Solothurn (15th January, 1893—23rd April, 1899); Berne (1st February, 1894); Zurich (22nd December, 1895); St. Gall (29th March, 1897); Neuchâtel (23rd November, 1899); Freiburg (25th November, 1899); and since 4th December, 1908 (Title E.B. VI., p. 228, No. 1), also in the Canton of Aargau. The Canton of *Aargau* was already acquainted with the system of Industrial Courts of Arbitration about 100 years ago, for the Handicrafts Law (*Handwerksordnung*) of 1806 provided as follows (*cf.* message of the State Council of 14th April, 1906): "Disputes between masters and apprentices or trained workers, or arising among the latter themselves, which cannot be peaceably settled by the Directors of Handicrafts, shall be brought before the respective Justices of the Peace, and should the latter, even with the assistance of two impartial masters, be unable to arrive at any satisfactory decision the matter shall be referred to the Courts, which shall then give a legal decision, according to their competence." With the Handicrafts Law, however, this kind of industrial arbitration disappeared. The demand for these institutions first made itself felt in the eighties, in consequence of a motion brought forward by Egloff and others in the Grand Council (*Grosser Rat*) and adopted on 10th December, 1901. In view of repeated demands on the part of the working classes, the

Government had a Bill drawn up, which, after examination by those concerned in the matter, and after various amendments had been embodied in it, was submitted to the Grand Council on 14th April, 1906. The Act of 4th December, 1908 (Title E.B. VI., p. 228, No. 1), which was the result of the debates of the Grand Council, embodies the voluntary principle. The Arbitration Courts are empowered to deal with all civil disputes involving sums not exceeding 300fr., and arising from conditions of service and apprenticeship between principals of industrial undertakings (with the exception of those which are purely agricultural), trading and manufacturing businesses (*i.e.*, employers), and employees of both sexes, workers and apprentices (*i.e.*, workers). The procedure, as in Berne, Lucerne, Neuchatel, and St. Gall, is organised after the German model. The president, who belongs neither to the employers nor to any group of workers, presides over all the Courts representing various groups, and is elected, as in Berne, by the whole body forming the Arbitration Court. The Aargau Court, as also the Courts of Lucerne and Neuchatel, shows the dual organisation of Conciliation Board and Arbitration Court, although the distinction is not sharply defined. The Arbitration Court, which deals with disputes in which sums up to 100fr. are concerned, consists of a chairman, one employer, and one worker; a further employer and worker are appointed as assessors. The conciliation proceedings are not public, although such is the case with the proceedings of the Arbitration Court, except the discussions and voting in reference to the award. Appeal lies to the High Court. The Act also includes the institution of conciliation by an equal number of representatives of employers and employed, and the Court in this capacity can intervene on its own initiative for the amicable settlement of general disputes between employers and workers, relating to conditions of wages and employment, the daily working hours, etc. A Decree of 5th December, 1910 (Title E.B. VI., p. 228, No. 2), regulates the fees.

[See also:—2'00, Servia.]

2'31. RIGHT OF COMBINATION.

NEW ZEALAND. Under the Arbitration Act of 1908 (Text E.B. III., p. 315, No. 1), a change in the name of an industrial union made it necessary for the existing registration to be cancelled and the union to be registered entirely afresh. The procedure resulted in the expiry of any awards of the Court of Arbitration affecting the union, and also had certain effects upon the property of the union. The amending Act of 3rd December, 1910 (Text E.B. VI., p. 41), accordingly empowers the Registrar, on application, to alter the registered name of a union. Further provisions of this Act allow the same person to be a Judge of the Supreme Court and the Judge of the Court of Arbitration at the same time, and authorise the Court to waive any technical irregularities in submitting a dispute to it.

[See also:—2'00, Servia.]

2'32. CONCILIATION AND ARBITRATION.

CANADA. An Act, dated 4th May, 1910 (Text E.B. VI., p. 40), amends the Industrial Disputes Investigation Act of 22nd March, 1907 (Text E.B. III., p. 223), because the railway employees had felt themselves at a disadvantage in the matter of procedure prescribed by the Act, as compared with other industrial organisations. The original Act provided, in fact, that before an

Investigation Board was established the applicants should make a statutory declaration that the necessary authority to declare a strike had been obtained. This authority was easily obtainable when it was a question of a locally restricted labour dispute, but when, as in the case of the railway workers, a conflict extended over several provinces, the taking of a vote was costly and difficult. The amending Act, therefore, provides that, in a case of this kind, the declaration can be given by the chairman and secretary of the general committee of the organisation in question. In addition, the Act fixes the daily allowance for all members of the Board, not only for the president, at 20 dollars a day.

GREAT BRITAIN & IRELAND. On 26th October, 1911, the President of the Board of Trade (Mr. Sydney Buxton) established an Industrial Council for dealing with industrial disputes. "His Majesty's Government have recently had under consideration the best means of strengthening and improving the existing official machinery for settling and for shortening industrial disputes by which the general public are adversely affected. With this end in view, consultations have recently taken place between the Prime Minister and the President of the Board of Trade and a number of representative employers and workmen specially conversant with the principal staple industries of the country, and with the various methods adopted in those industries for the preservation of peaceful relations between employers and employed. Following on these consultations, and after consideration of the whole question, the President of the Board of Trade, on behalf of His Majesty's Government, has established an Industrial Council representative of employers and workmen. The Council has been established for the purpose of considering and of inquiring into matters referred to them affecting trade disputes; and especially of taking suitable action in regard to any dispute referred to them affecting the principal trades of the country, or likely to cause disagreements involving the ancillary trades, or which the parties before or after the breaking out of a dispute are themselves unable to settle. In taking this course, the Government do not desire to interfere with, but rather to encourage and to foster such voluntary methods or agreements as are now in force, or are likely to be adopted for the prevention of stoppage of work or for the settlement of disputes. But it is thought desirable that the operations of the Board of Trade in the discharge of their duties under the Conciliation Act, 1896, should be supplemented and strengthened, and that effective means should be available for referring such difficulties as may arise in a trade to investigation, conciliation or arbitration, as the case may be. The Council will not have any compulsory powers." (Memorandum of the Board of Trade, p. 1.)

The Industrial Council consists of 13 representatives of employers and an equal number of workers' representatives. The number of members may be increased. The 26 representatives enumerated in the list issued by the Board of Trade have been provisionally appointed for one year. Under the title Chief Industrial Commissioner, Sir George Askwith, Comptroller-General of the Labour Department of the Board of Trade, presides. An official of the Board of Trade acts as his secretary.

Mr. Buxton stated in his opening speech (The Board of Trade Labour Gazette, 1911, p. 402) that during the two years of his presidency of the Board of Trade, a very serious number of labour disputes had been dealt with. The Industrial Council resolved, at its first meeting, to hold meetings regularly in February, June and November of each year. Extraordinary meetings might be

convened as occasion required. The meetings are to be private and confidential; communications to the public will only be made officially and duly authorised by the Council or by the chairman acting on their behalf. The members further agreed to consider all disputes not, so to speak, as advocates, but from a judicial point of view, after having carefully considered the facts and evidence furnished.

The chairman mentioned various classes of cases which might require to be dealt with, among which were the following :—

- (1) Cases which may be referred to the Council, as an impartial body, for their opinion, upon the facts only of the case; to be convened to the parties privately.
- (2) Cases which may be referred to the Council in order that the facts may be impartially ascertained and recommendations made to each side, the acceptance of such recommendations not to be obligatory nor made public.
- (3) Cases similar to those last mentioned, but both sides agreeing beforehand that the recommendations of the Council be made public.
- (4) Cases which may be referred to the Council upon which a decision may be given, the parties agreeing to accept the decision as a final settlement.
- (5) Cases which may be referred to the Council, under special circumstances, by the Board of Trade or the Government.
- (6) Other matters, apart from particular disputes, which the Board of Trade, or the Government may decide to refer to the Council, with a view to obtaining a considered and representative opinion upon specific points.

"Of late years the Board of Trade have been given considerable statutory powers of conciliation, and have been called upon to exercise these powers more and more. Their exercise of these powers has, I think we may claim, been attended with some considerable measure of success and of public confidence. Certain it is that more and more recourse is had to the Board of Trade when disputes take place; and more and more, when they suffer, do the public cry out for its assistance, and that, in the last few months, has been remarkably shown.

"I would like to add that, apart from the particular disputes about which we hear so much in the papers, there are, as you gentlemen are aware, scores of industrial disputes in which the assistance of the Board of Trade is sought, and which are settled in a quiet way without any public knowledge of the circumstances. The Board of Trade is always a very modest Department.

"The action of the Board of Trade has been governed by the above considerations. We do not force our services; the time and method of action is carefully chosen. We endeavour to come in at the psychological moment; to hold back or to move forward rapidly according as circumstances seem best.

"... But for some time past, and especially by the light of recent events, we have been considering whether the time had not arrived to take a step forward—a step forward in the direction which we have already been pursuing, and proposals have been made in various quarters, notably by one of your members, Sir Charles Macara, in this matter.

"One disadvantage of the existing system is undoubtedly that it brings into action and prominence the Parliamentary Head of the Board of Trade, who is necessarily a politician, though, in my opinion, none the worse for that, and a member of the Government, into disputes and conciliation which ought to be purely industrial.

"It has been my policy—and I hope my action—during my two years at the Board of Trade to efface as far as possible my personality as a political President; and I believe my Department have won the confidence of the public and of the two industrial sides to a remarkable degree. At the same time, I realise that, if the action of the Department in these matters could be still further removed from the sphere of politics or the suspicion of politics, it would give even greater confidence, and there would be greater willingness by the parties to a dispute to seek the assistance of the Board of Trade.

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"The President cannot, of course, dissociate himself from all responsibility, and in certain circumstances the Government may have to intervene as a last resort. But such cases would be few and far between. In addition to the creation of the Industrial Council, I am creating a special Department, under the direction of your Chairman, as Chief Industrial Commissioner, through which the existing Board of Trade powers of conciliation and arbitration will in future be exercised.

"The other reason for the creation of the Industrial Council is that we believe that the powers and position of the Board of Trade, its good offices, could be advantageously strengthened in the direction of what may be called a national industrial body of weight and of repute, consisting of representatives of the two great sides of the industry of the country; a body which, I should imagine, would have periodic meetings, and meet face to face to discuss questions in which all are interested (and to this I attach importance): a body that would bring to bear on these problems a great range of advice, great weight, and a greater likelihood, therefore, of useful and acceptable action, especially—and I lay stress on this—before, rather than after, stoppage of work. Such a body would also enable an appeal to be made to it by one or other of the combatants without loss of dignity.

"I would point out further that of late years, both on the side of the employers and on the side of the workmen, considerable steps have been taken towards what I may call federated effort—combinations of Trade Unions on the one hand and of Federations of Employers' Associations on the other—and that, from the point of view of trade disputes, trade and industry are far more interdependent than they used to be. While, therefore, a few years ago the creation of a National Conciliation Council, representing all the great industries, might have been thought to be premature, its existence is really now essential, so that these matters can be considered as a whole.

"Its work would be carried out, no doubt, largely on the lines instituted by the Board of Trade. Its representative and weighty character will give greater confidence, and therefore greater opportunity.

"There are two points which I ought, I think, to make clear. As has been already stated in the public announcement of the creation of the Council, there is no intention whatever on the part of the Government to interfere with any voluntary arrangements for conciliation or arbitration. The Industrial Council and the new Department will supplement such arrangements, and in no way attempt to supplant them.

"Fear has also been expressed that the Council may interfere with the freedom of action of Federations of employers or of the Unions of the men; but I wish to state clearly, and I am sure that will be your view, gentlemen, that there will be no compulsion on either side to submit their case to the Council, or to accept its advice or its decisions. The Council will not interfere with the freedom of action of the employers or the employed.

"But what we do believe is that if the Council obtains and retains the confidence of the country, it will come more and more to be considered the proper, the right, and the natural course in the case of a dispute, where the disputants cannot come to terms themselves, that, before a stoppage of work takes place, the case should be submitted for examination and advice. No one surely with a good case can be averse to having the full facts of the differences that exist thoroughly investigated. This will be the position to which I trust the Council will speedily attain."

SWITZERLAND. Basle Town.—In pursuance of §19 of the Act of 8th July, 1909 (Extract E.B. IV., p. 278, No. 1), the State Council of the Swiss Canton of Basle Town issued on 29th June, 1910 (Text E.B. VI., p. 220, No. 3), an Order relating to committees of officials, clerks, and workers of the public services. These committees, the composition, election, and procedure of which are regulated in detail, are generally responsible to represent the interests of the staff before the respective authorities, and have the duty of reporting on the regulations issued respecting working conditions. They have, in particular, (a) to report on contemplated provisions relating to conditions of service, salaries, and wages; (b) to discuss matters affecting the interests of the staff; (c) to receive and examine general complaints, wishes, and suggestions; (d) to receive personal complaints and to submit the same, accompanied by their report, to the Administration; (e) to give their opinion with respect to matters of discipline; (f) to give their opinion in regard to matters affecting the interests of the staff submitted to them; (g) to settle disputes among the staff on the application of the contending parties; (h) to encourage order and discipline in the staff.

TRANSVAAL. A conciliation system was introduced in the Transvaal by an Act dated 7th July, 1909 (Text E.B. VI., p. 50), which was supported by all political parties. It conforms closely to the Canadian Industrial Disputes Investigation Act of 1907 (Text E.B. III., p. 223). The only essential difference consists in the fact that, in general, only the mining industry and undertakings carried on by local authorities come under the Transvaal Act; but it is left to the discretion of the Governor to extend the Act to other undertakings. The provisions of the Act do not apply to coloured labourers. "Employees" are defined as "white persons engaged by an employer to perform, for hire or reward, manual, clerical, or supervision work," while an "employer," in order to come under the Act, must employ at least 10 white persons.

The essence of the Act is (1) that all changes in the working conditions, proposed by one party, shall be communicated to the other party at least one month previously, and (2) that no strike or lock-out shall be declared until the dispute has been officially investigated, and one month at least has elapsed since the publication of the report and recommendations of the Conciliation Board. The fines are more severe than those imposable under the Canadian Act (£100-£1,000 daily in regard to the employer, £10-£50 daily or imprisonment in regard to employees).

The conciliation procedure is of a very simple form, viz. : after an exchange of correspondence through the agency of an Inspector of White Labour—the official appointed for the purpose of enforcing the Act—each party nominates one representative to the Conciliation Board. Should they be unable to agree in regard to the chairman, the latter is appointed by the Minister of Mines in his capacity of President of the Labour Department. The inspector submits to the Board of Conciliation the declarations and rejoinders of both parties. The Board is considered competent to act if two members are present, one of whom must be the President. Each party may appear in person or may be represented. Advocates may only be employed with the consent of the other party. In regard to the ascertaining of facts, the Board of Conciliation is invested with far-reaching legal powers. In the first instance, the Board must try to effect an amicable settlement between the parties. The parties may consent to arbitration, at any time prior to or after the conclusion of the investigation, whereupon the recommendations of the Board take the form of rules of court, and are accordingly enforceable. Should an agreement be brought about during the proceedings, a memorandum is drawn up and signed by both parties. Should it prove impossible to effect an agreement or settlement, the inspector must be informed to this effect by the Board. The recommendations of the Board must be published by the Minister in the Government Gazette.

Apart from these provisions in regard to conciliation, the Act contains detailed regulations relating to the jurisdiction of the Inspector of White Labour, who is under the supervision and control of the Minister of Mines. In addition to administering the conciliation system, he is required to keep statistical records in regard to unemployment, and a register of private registry offices, and to establish State labour bureaux. He is also to investigate the causes of unemployment and complaints of working conditions, and to supervise the conditions of apprenticeship.

[See also :—2·10, Saxony ; 2·30, Aargau ; 2·31, New Zealand.]

2.4. HOUSING.

AUSTRIA. Legislation in regard to the housing of the working classes in Austria was, until recently, concerned exclusively with the question of reduction of taxes (Acts of 1892 and 1902). By the activity of the Central Housing Reform Committee other measures were brought into public notice—namely, the guaranteeing by a public association of loans beyond the limits of trust investments offered by third parties, for building operations of public utility. This idea of a State guarantee bank, a Housing Fund, was to be realised by the Bill relating to house duty submitted by the Government to the House of Representatives on the 20th October, 1909. The Parliamentary Committee, appointed to inquire into the increased cost of living, discussed this matter at the plenary sittings and committee meetings on the 15th, 20th, and 22nd April, and on the 12th and 19th May, 1910. As, however, the creation of a Housing Fund for small dwellings was a question of finance, and there was no reason for incorporating it with the reform of house duty, the Parliamentary Committee made the former the subject of a special Bill.

The Act, which was accepted by all parties in both Houses on the 21st December, 1910 (22nd December, 1910, Text E.B. VI., p. 22, No. 9), creates a State Housing Fund, and has as first object the guaranteeing of second mortgages, up to 9 per cent., in connection with building operations of public utility. Secondly, direct loans may be granted in connection with building operations of the above class. The following sums are to be assigned to the fund: For the two years 1911 and 1912, altogether, 1.5 million kronen; for the year 1913, 1.3 million kronen; for the year 1914, 1.5 million kronen; for the year 1915, 2.2 million kronen; for the years 1916–1918, 2.5 million kronen each; for the years 1919 and 1920, 3.5 million kronen each; for the year 1921, 4 million kronen (in all, 25 million kronen, as against the request for 60 million kronen by the Parliamentary Committee). The following organisations may undertake building operations of public utility: Public corporations and institutions, public benefit associations (building societies, building companies), institutions paying a maximum dividend of 5 per cent. These organisations may receive indirect financial assistance, by the guaranteeing of loans to be contracted elsewhere, or direct advances out of the funds for the purpose of building workmen's dwellings, buying plots of land and houses for the erection of workmen's dwellings, the redemption of mortgages other than first-class mortgages. "Workmen's dwellings," within the meaning of the Act, are: (1) family dwellings of an inhabitable area not exceeding 80 sq. metres; (2) homes for single persons, with separate rooms to accommodate not more than three persons; (3) lodging houses sheltering single persons in common dormitories. The dwellings in question must, in addition, conform to the requirements with regard to construction, sanitation, and decency. The fund is administered by means of two departments (loan department and guarantee department). The total amount guaranteed must not exceed 200 million Kronen; up to that amount, the State guarantees the Fund. For the purpose of studying local conditions, housing committees may be formed authorised to advise on applications for loans and to submit proposals of their own. They are to include representatives of the Communes and the social insurance institutions, as well as of the public benefit building associations.

In concluding their discussions in regard to the Bill, Parliament expressed several wishes in the form of resolutions, as follows: (1) The establishment of a special housing office (especially for the promotion of local housing information offices and for the purpose of recording statistics in regard thereto);

(2) the formation of an Advisory Housing Board, on which there should be represented sick funds, social insurance institutions, building associations, provincial committees, the large cities and men of science ; (3) the establishment of a minimum standard of hygiene for housing purposes ; (4) the introduction of a system of inspection of dwellings by provincial legislation ; (5) assessment of building sites to the benefit of the Commune at standard rates in order to check the speculation in building land ; (6) the introduction of a Bill in regard to the construction of local railways for the purpose of creating opportunities for work. A further request was made to the effect that small rural dwellings should have attached the necessary farm buildings and a plot of land of not more than one hektar ($2\frac{1}{2}$ acres), and that dwellings with not more than two rooms for small industrial proprietors should have workshops for one or two assistants.

In conformity with §15 of the above Act, the regulations there contemplated have been published by a Notification dated 14th June, 1911 (Title E.B. VI., p. 122, No. 6), which embodies fuller details with reference to the name, administration, and representation of funds, appropriation of funds, security for liabilities taken over, subsidiary liability of the State in regard to liabilities taken over, abatement of fees, application of funds, workmen's dwellings within the meaning of the Act, chargeable share of workmen's dwellings in the house, the chargeable value of landed property to be leased, amount of loan, obligation of the Housing Fund in the case of giving security, obligations of the mortgagees, applications for loans, investments and personal property of the applicant, guarantee of loan or acceptance of liability, system of ascertaining the amount of loan, security, interest and liquidation, payment of loans direct from the funds, granting of advances in respect of first mortgages to be raised by the borrower, granting of advances within the amount of second mortgages guaranteed by the funds, calling in of loans, letting of small dwellings and workshops (house rent), notice in regard to dwellings, fire insurance, information and supervision, own houses, acquisition of landed property or of claim by the fund for the provision of dwellings, defraying of expenses in connection with the grant of funds. In pursuance of §15, par. 2, of the Act, which provides for the appointment of housing committees (see above), a Ministerial Order was issued on 18th August, 1911 (Title E.B. VI., p. 240, No. 2), containing more detailed regulations on the matter. Model standing orders are attached to the Order.

CHILE. The Chilean legislation in regard to workmen's dwellings (Acts dated 20th February, 1906, and 16th July, 1907 ; Order dated 17th September, 1906 ; Titles E.B. VI., p. 162, Nos. 1-3), provides for the formation of departmental auxiliary councils for workmen's dwellings ; these councils are under the administration of the Higher Dwellings Council, and have as their principal objects :—(a) The promotion and erection of cheap and sanitary workmen's dwellings and the formation of building societies ; (b) the sanitary inspection of dwellings (for which purpose they are empowered to designate certain dwellings as insanitary and unfit for habitation, and to condemn them accordingly) ; (c) Erection of sanitary dwellings out of private and State funds. Dwellings which are considered by the Building Council as "sanitary" enjoy fiscal abatements for a period of 25 years ; building societies of public utility are exempted from taxes ; State or Communal building land is placed at their disposal, upon payment of one-third of the purchase price,

the rest to be paid in 20 yearly instalments, bearing 3 per cent. interest. Furthermore, the State will guarantee up to 6 per cent. of the moneys applied to the erection of cheap dwellings, for a period of 20 years. The Communal Authorities are likewise empowered to erect cheap dwellings and to issue State Guarantee Bonds for this purpose. By judicial order, workmen's dwellings may be invested with the character of an indivisible and undistrainable home-
stead. The Government is empowered to set apart a maximum sum of 600,000 pesos for the erection of dwellings for workmen and subordinate State officials (a provision of which, unfortunately, no use has been made). The Amending Act of 1907 also empowers the Higher Dwellings Council to raise a loan not exceeding 6 million pesos for the erection of workmen's dwellings in towns having a population exceeding 8,000 inhabitants.

FRANCE. During the discussion of the Finance Act the French Chamber of Deputies adopted, on 2nd March, 1910, §116, which amended the Acts of 12th April, 1906 (Text E.B. I., p. 442, No. 2), and 10th April, 1908 (Text E.B. IV., p. 9, No. 3), relating to small ownerships and cheap dwellings. The Senate struck out the Section, with the exception of the last paragraph, which read as follows: "The 3rd paragraph of §1 of the Act shall be amended in the following manner:

"(i.) The actual letting value of the dwelling acquired, at the time of its acquisition, shall not exceed the sum fixed for the Commune by §5 of the Act of 12th April, 1906."

An Executive Decree was issued on 26th March, 1910 (Title E.B. VI., p. 163, No. 5), in pursuance of the Act of 12th July, 1909 (Text E.B. IV., p. 302, No. 24).

The declaration relating to the institution of a family property is not subject to fees if it is contained in a gift, a will, or a marriage settlement, in conformity with §13 of the Finance Act, dated 8th April, 1910 (Title E.B. VI., p. 164, No. 9), which was submitted by M. Vigouroux and others to the Chamber of Deputies on the 28th February, 1910, and adopted.

GERMANY: Prussia. As in former years (see G.B. I., pp. XIV. and 247; G.B. II., pp. XXXI. and 232; G.B. III., pp. XXVIII. and 250; G.B. IV., pp. XXXI. and 190; E.B. II., pp. LV. and 356; E.B. IV., p. 285; and E.B. VI., p. 15, No. 10), the Prussian Government has been granted from State funds, by an Act dated 6th May, 1911 (Title E.B. VI., p. 107, No. 6), a subvention amounting to 12 million marks for the purpose of improving the housing conditions of workmen engaged in public works and of officials in receipt of low salaries.

GREAT BRITAIN & IRELAND. A Bill to amend the law relating to Housing was submitted to the British House of Commons in the year 1906. In 1908 a similar Bill reached the Committee stage, and in 1909 the Housing and Town Planning Act of 3rd December, 1909 (Title E.B. VI., p. 32, No. 3), was passed by both Houses of Parliament after long discussions (in the House of Commons on 17th February, 5th April, 30th and 31st August, 10th September; and in the House of Lords on the 10th, 14th and 21st and 22nd September, 4th and 11th October; and in the House of Commons on the 1st November). This Act is divided into three parts, dealing with: (1) Housing of the Working Classes; (2) Town Planning; (3) County Medical Officers, County Public

Health and Housing Committees, etc. The main points of the Act, which consists of 76 Sections, are briefly as follows:—(1) *Housing of the Working Classes*. Part 3 of the original Housing of the Working Classes Act of 1890, empowering the local authorities to take measures for the provision of dwellings for the working classes, is made to apply everywhere, instead of, as hitherto, only in districts where it had been adopted by the Authorities. The purchase of land by the local authorities is simplified and regulated in accordance with the provisions of the "Small Holdings and Allotment Act." The local authorities may obtain loans for building operations from the Public Works Loan Commissioners, at minimum rates for terms up to 80 years. The execution of the Housing Act has been improved, viz., by the intervention of the Local Government Board. In the case of house-letting contracts at a rent of less than £40 in London and of £35 in the country, there is an implied condition that the house, in every respect, is suitable for human habitation; and the landlord must maintain the house in good condition. The provisions hitherto in force in regard to closing and demolition orders are made more stringent and simple (prohibition of underground sleeping rooms, and so-called "back-to-back" houses, which are without proper means of ventilation owing to the close proximity of the houses. (2) *Town-Planning*. This part of the Act forms a complete innovation in British legislation. It provides that, in regard to land in course of development, a town-planning scheme may be drawn up for the purpose of ensuring suitable sanitary conditions, amenity and convenience. Such plans require the consent of the Local Government Board. (3) *County Medical Officers*. Every county is required by the Act to appoint a Medical Officer of Health (out of the sixty-two counties an officer had hitherto been appointed only in half this number) and also a Public Health and Housing Committee.

A Housing Order, dated 14th June, 1911 (Title E.B. VI., p. 262, No. 4), has been issued in pursuance of the Act dated 3rd December, 1909 (Title E.B. VI., p. 32, No. 3).

2.5. ADMINISTRATION.

AUSTRIA. In addition to the special industrial inspectorates (in regard to inland navigation and the building of canals, as well as the river regulations in Prague), an industrial inspectorate for building operations in Vienna has been established by a Ministerial Order dated 7th May, 1911 (Text E.B. VI., p. 120, No. 4), which is responsible for the supervision of all building operations, earth-works, and water supply works undertaken within the communal district of Vienna, which do not come within the jurisdiction of another special industrial inspectorate.

The Order dated the 6th April, 1909 (Title E.B. IV., p. 182, No. 4), respecting the redistribution of the districts of the industrial inspectors, has been repealed by the Order dated 7th May, 1911 (Text E.B. VI., p. 121, No. 5), and the number of inspectorate districts has been increased by four—i.e., from 38 to 42.

BELGIUM. Further regulations in regard to the industrial and commercial census in Belgium fixed for the 31st December, 1910, are included in an Act dated 14th December, and an Order dated 15th December, 1910 (Title E.B. VI., p. 149, Nos. 15 and 16).

XCVII.

An Act, dated 25th March, 1911 (Title E.B. VI., p. 151, No. 21), extends the term of office of a number of Industrial and Labour Councils until April, 1912.

CYPRUS. Regulations in regard to the inspection of steam boilers have been introduced by an Act dated 10th May, 1907 (Title E.B. VI., p. 39, No. 2).

FRANCE. Since the French Act of 17th July, 1908 (Text E.B. III., p. 356, No. 1), contains no provisions of any kind relating to the expenses arising from the creation and operations of the Labour Councils, §100 of the Finance Act of 8th April, 1910 (Title E.B. VI., p. 164, No. 12), deals in greater detail with the distribution of the expenses over the Communes concerned. The provisions relating to the inspection of Steam Appliances (Decrees of 25th January, 1865, 30th April, 1880, and 29th June, 1886), were revised by a Decree of 9th October, 1907 (Title E.B. VI., p. 163, No. 1), and adapted to modern conditions. How greatly the existing provisions have already reduced the risk of accidents is shown by a comparison of the quinquennial periods of 1881-1885 and 1899-1903; whereas between the two periods the number of steam appliances affected by the regulation has risen from 96,000 to 140,000, the yearly average number of fatal accidents per 10,000 appliances has diminished from 3.7 to 1.5. The main amendments in the latest Decree aim at :—Increased stringency in the regulations relating to the maintenance of the appliances, greater protection against risk of burning and suffocation, better inspection of portable engines, more stringent measures for the prevention of explosion of steam boilers. A Decree of 25th April, 1910 (Title E.B. VI., p. 165, No. 17) supplements the Decree of 1907.

GERMANY. §30, par. 2, of the German Act relating to the sale of potash, dated 25th May, 1910 (Extract E.B. V., p. 169, No. 1) provides that in deciding whether the share of any mine shall be reduced, two assessors shall act on the Allotment Board to represent the workers employed in the potash mining industry. A Notification of 9th July, 1910 (Extract E.B. VI., p. 10, No. 2) contains further provisions relating to the election of these assessors.

Bremen. The jurisdiction of the Harbour Inspector of the City of Bremen, who is responsible, in accordance with an Order dated 19th June, 1900, for the protection of harbour workers from dangers to life and health, in conformity with instructions issued by the Senate, has been extended to the commercial harbour by Decree dated 9th December, 1910 (Title E.B. VI., p. 118, No. 4).

Prussia. A Ministerial Decree of 14th March, 1910 (Title E.B. VI., p. 13, No. 1), provides that the district medical officers, should they wish, during their local inspections, to inspect industrial premises also, shall, in accordance with §18 of the service instructions, come to a previous understanding with the industrial inspector concerned. A further Ministerial Decree dated 20th July, 1910 (Title E.B. VI., p. 15, No. 9), contains new instructions issued by the Ministry of the Interior for the presentation of the yearly reports of the industrial inspectors. The amending Act of 28th July, 1909 (Text E.B. IV., p. 172), added to the general Mining Act, as §194 (b), the provision that "the Minister of Commerce and Industry shall institute for the whole monarchy a Consultative Mining Council (Bergbaudeputation), which, at the request of the said Minister, shall express its views on technical matters,

inspection, and on all other questions concerning the Mining Industry. The further regulations relating to the composition and organisation of this Mining Council were issued on 13th December, 1910 (Title E.B. VI., p. 16, No. 17). In accordance with the regulations, the Council consists of 30 members, with a President and Vice-President, nine of which members are appointed by the Minister, the other 21 being elected from amongst the mine owners and officials (14 members) and miners (7 members). The Council is divided into three divisions: (1) for questions relating to mining technics and supervision; (2) for questions relating to mining legislation and mining organisations; (3) for labour questions. The third division consists of four nominated and 12 elected members (seven owners and works officials and five representatives of the miners). The presiding officers are appointed by the Minister of Commerce. The election of the members selected from amongst the owners and officials is carried out by the Executives of Sections I.-VI. of the Mining Trade Association, and the election of the miners by their representatives appointed for the various sectional districts (§114 of the Industrial Accidents Insurance Act).

Saxony. Of European countries, only Prussia, Saxony, France, Great Britain, the Netherlands, and Russia possess definite standards in regard to educational requirements for inspectors. (See International Labour Office. "First Comparative Report on the Administration of Labour Laws: Inspection in Europe." King & Son: 1911. Page 20.) In these countries an examination constitutes the final stage, either the general examination of officials, a special examination, or the final certificate of a technical college, while in the remaining countries the administration has a perfectly free hand in selecting and securing officials who appear to be most suitable. Prussia, Saxony, and France have the most complete regulations in regard to preliminary training and examinations. In Saxony a Decree dated 20th June, 1910 (Title E.B. VI., p. 113, No. 7), requires a thorough preliminary training in law relating to constitutional, administrative, and industrial matters, as well as economics, accident insurance, and industrial hygiene, apart from the possession of an engineering diploma in any of the various industrial branches, such as electrical engineer, general engineer, mining and iron works engineer, or chemist.

Württemberg. The Ministerial Decree dated the 16th September, 1902, having for object the ascertaining of particulars with reference to the motive power employed in factories and other undertakings subject to industrial inspection, has been modified by the Decree dated 30th August, 1910 (Title E.B. VI., p. 238, No. 3).

NETHERLANDS. The re-organisation of the Dutch system of Labour Inspection in consequence of the Decree dated the 10th August, 1909 (Text E.B. V., p. 137, No. 25), necessitated corresponding amendments in regard to Decrees in pursuance of the Safety Act and the Caisson Act, which were affected by the Decrees of 10th August, 1909 (Texts E.B. VI., pp. 85, 87, Nos. 3 and 4).

NORWAY. The Norwegian Factory Act dated 10th September, 1909 (Text E.B. IV., p. 340, No. 1), stipulates in §45 that a worker, who is a member of the local inspecting authority or of the Labour Council, shall not pay official visits to the undertaking in which he may be employed, or to undertakings

belonging to the same trade. As the result of a proposal by the Socialistic Storting group, the words "Or one of the same kind" have been deleted in this passage (Act dated 25th July, 1910) (Text E.B. VI., p. 179). In consideration of the very close limitations fixed by the Act, it was found difficult to appoint workers as members of the inspecting authority in Communes in which only one industry is represented (as, for instance, Odda and Notodden, with their carbide and saltpetre works). On the other hand, it was considered that, on account of the fluctuating nature of the industrial working class, and, further, in view of §47 of the Act, which binds the inspecting authorities to secrecy, a sufficient security against the betrayal of trade secrets existed. (See Indst. O. No. 93, 1910.)

SPAIN. The increasing development of the Spanish Institute of Social Reform, and its manifold relations with the Minister of the Interior, necessitated the creation of a Department for Social Reform in this Ministry. A Decree of 4th June, 1907 (Text E.B. VI., p. 26, No. 1), deals with this matter, and directs that this Department shall be under the control of the Under-Secretary of State, and shall be directed by the General Secretary of the Institute of Social Reform.

The Ministry of Public Works has been further extended by the creation of an Advisory Committee for Industry, Labour, Commerce, and Waterways (Decree of 7th October, 1910; Title E.B. VI., p. 28, No. 7) and a general Department for Commerce, Industry, and Labour (Decree of 2nd December 1909; Title E.B. VI., p. 28, No. 10).

The Spanish Industrial Courts Act, dated 19th May, 1908 (Text E.B. IV., p. 142, No. 6), not only called most extensively upon the local and provincial committees (*juntas*) of social reform for the purpose of establishing and organising the industrial courts, but it further determined, in a supplementary section, that these official committees should carry out, under the supervision of the Institute of Social Reform, the duties entrusted to them by the said Institute, in regard to labour inspection and labour statistics. In pursuance of this provision the jurisdiction of the local and provincial committees of social reform has been exactly defined by two Decrees dated 2nd July, 1909 (Texts E.B. VI., p. 302 and 308, No. 2). It is proposed, by means of the first Decree, to define the spheres of activity of the industrial inspectors and the committees, to distinguish between the competency of each of these two organs, and to establish regulations to ensure a harmonious co-operation. The second Decree contains regulations in regard to the recording of statistics in connection with strikes and in regard to reports on the progress of collective labour disputes.

The existing regulations of the Institute of Social Reform (Decrees dated 15th August, 1903, Extract G.B. II., p. 345, No. 1, and 24th November, 1904) have been somewhat modified by the Decree dated 3rd February, 1911 (Title E.B. VI., p. 311, No. 7). The main object of this modification is to relieve the plenary meetings of less important affairs, especially in cases for the settlement of which precedents have already been created by the administrative awards. For this reason a number of matters are transferred to the executive committee (*consejo de dirección*) for settlement.

[See also :—2·00, India, Japan, Württemberg; 2·01, Spain, Württemberg; 2·03, Saxony; 2·05, Great Britain; 2·08, Spain; 2·11, Belgium, Great Britain, Iceland, Union of South Africa; 2·13, Prussia; 2·191, Bavaria, Prussia; 2·194, Netherlands; 2·195, Prussia; 2·32, Transvaal.]

2-6. INVESTIGATIONS.

AUSTRIA. In the 23rd sitting of the permanent Labour Council, on the 22nd December, 1908, Dr. von Philippowich and others submitted the following resolution: "The Labour Council requests the Government to institute inquiries, without delay, relating to the working hours in glass-works, rolling mills, and iron-smelting works, on the lines of the resolution passed by the International Association for Labour Legislation, in the summer of 1908, at Lucerne." Consequent on a report of the Miners' Committee, the Labour Council passed a resolution on 24th May, 1909, requesting the Government to institute exhaustive inquiries of the above nature, and also to investigate the conditions of sickness amongst the workers, cases of accidents and death, and to inquire and report on alterations in mechanical equipment, and methods of production. The results of the inquiry are published in the report of the Imperial and Royal Office of Labour Statistics, in the Ministry of Commerce, under the title of "Working Hours in Iron Smelting Works and Rolling Mills" ("Die Arbeitszeit in Eisenhütten und Walzwerken," Vienna, 1911, A. Hölder).

The Labour Council is also giving attention to inquiries on the following subjects: (1) Labour conditions of salt workers; (2) alterations in the arduous character of the work in industrial and agricultural undertakings; (3) position of forest workers. ("Soziale Rundschau," 1910-11, p. 32.)

Vol. I. of the Austrian Inquiry into Child Labour has appeared under the title "Erhebung über die Kinderarbeit in Oesterreich im Jahre 1908, I. Teil, Tabellen"; k.k. Arbeitsstatistisches Amt im Handelsministerium, Vienna, 1910, Alfred Hölder, pp. XVI. and 424; 4kr.

FINLAND. Following the suggestion of the Finnish Industrial Authority, dated 17th October, 1905, the Senate decided on 8th January, 1906, to institute a statistical inquiry into conditions in engineering workshops. The results of this inquiry, delayed in consequence of various strikes, are found in the report, published on 13th June, 1911, which forms Vol. XII. of Labour Statistics: "Undersökning of mekaniska värkstäderna i Finland. Pa uppdrag af Industristyrelsen och under dess öfverinseende värkställd af G. R. Snellmann, Helsingfors, 1911."

FRANCE. The French Minister of Labour and Friendly Societies gave instructions on 23rd April, 1910, for the institution of an inquiry relating to collective contracts concluded in writing in agriculture, commerce, and industry ("Bulletin de l'Office du Travail," 1910, p. 479). The results of the Labour Department's inquiry into the truckshops of railway undertakings are published in the "Bulletin de l'Office du Travail," 1910, p. 33.

The Statistical Office has published, under the title "Salaires et cout de l'existence à diverses époques jusqu'en, 1910" (Paris: Imprimerie nationale, 1911), a collection of documents relating to wages and prices.

GERMANY. The Council of Labour Statistics devoted its attention on 30th November, 1910, to the question of measures which may be necessary, in view of the inquiries made respecting the working hours prevailing in inland navigation ("Deutscher Reichsanzeiger," 1910, No. 293).

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GREAT BRITAIN AND IRELAND. The British Home Secretary appointed, during 1910 and 1911, Departmental Committees to investigate the following subjects: The organisation for rescue and aid in the case of accidents in mines ("Labour Gazette," 1910, p. 369); the danger of lead-poisoning in painting buildings, and in painting, etc., coaches and carriages ("Labour Gazette," 1911, p. 69); conditions of employment in the Irish linen trade; and the night-work of boys in factories ("Labour Gazette," 1911, p. 307).

ITALY. The Parliamentary Commission, engaged from 1906 to 1911, on an inquiry into the conditions of Sardinian miners, has issued a report in four volumes on their investigations ("Commissione Parlamentare d'inchiesta sulla condizione degli operai delle miniere della Sardegna, Atti della Commissione, Roma Tipografia della Camera dei Diputati, 1911"). In accordance with a Decree of the Minister for Agriculture, Industry, and Commerce, dated 1st December, 1909, and a decision of the Administrative Council of the National Workmen's Accident Insurance Fund, prizes were offered in open competition (1) for theoretical and experimental work on the subject of "earth connection" in industrial electric plants; (2) for an appliance which, fitted at the side of a driving pulley, would enable the driving belt to be put on the pulley whilst in motion; (3) for a portable appliance enabling belts to be put on driving pulleys, differing but little in diameter, but fitted on shafts of somewhat various diameters; (4) for an appliance for the protection of workers against the risks entailed in the working of metals by cold process, and particularly in the work of passing plates and sheets of lead, tin, copper, and brass between the cylinders of rolling mills; (5) for an essay relating to the prevention of anthrax infection, to which workers employed in the conveying and treatment of skins are exposed; (6) for an appliance adapted for cutting out a high-tension electric current in the case of the breaking of a conductor ("Soziale Technik," 1911, p. 75). A Decree, dated 2nd August, 1910, extends the term granted for submitting the competitors work to 30th April or 30th September, 1911, as the case may be.

LUXEMBURG. As a basis for a system of Pension Insurance desired by private employees in the Grand Duchy of Luxemburg, the Statistical Office has instituted an inquiry in regard to the economic conditions of private officials ("Publications of the Permanent Statistical Commission." Vol. XXXIV. Luxemburg. Printed by Charles Beffort, 1910).

PORTUGAL. By a Decree dated 18th August, 1911 (Diario do Governo, No. 193), the Portuguese Minister of Public Works instituted an investigation into labour conditions in the textile industries. (The Decree and the Inquiry Form are published in the Boletim do Trabalho Industrial, No. 69.)

SPAIN. A Decree dated 18th August, 1910 (Title E.B. VI., p. 27, No. 3), orders a public inquiry to be held on the conditions of work in mines and the regulations for such undertakings. (Cf. the Notes on the Act of 27th December, 1910, p. LXXIV.)

UNITED STATES OF AMERICA. The Report of the Commissioner of Labour of the United States of America relating to the conditions of woman and child wage-earners in the United States, to be issued in 19 volumes, has reached its 8th volume (Vol. VII. : Conditions under which children leave school to go to work ; Vol. VIII. : Juvenile delinquency and its relation to employment. Washington, Government Printing Office, 1911).

By Act of 17th May, 1910, the Governor of *Ohio* is empowered and instructed to appoint a Commission, consisting of five members, whose duties, with the Co-operation of the Commissioner of Labour and of the Department of Labour itself, are to consider the question of legislation relating to direct compensation for industrial accidents, or the liability of employers towards their workers in the event of such accident. The members of the Commission consist of two representatives of the employers of labour, two representatives of labour, and one attorney-at-law.

WORKMEN'S INSURANCE

3. INTERNATIONAL WORKMEN'S INSURANCE

BELGIUM & FRANCE. These States, in a Note dated 12th March, 1910 (Text E.B. VI., p. 6, No. 3), in pursuance of the Franco-Belgian Convention of the 21st February, 1906 (Text E.B. I., p. 153), in regard to compensation for industrial accidents, have agreed that the results of the investigation of an accident should in each case be made known to the Consular Authorities of the district in which the victim of the accident was residing at the time of the accident.

FRANCE & GREAT BRITAIN. The Convention concluded between France and Great Britain on 3rd July, 1909 (Text E.B. IV., p. 163), in regard to compensation for accidents, has been supplemented by an arrangement, dated November, 1910 (Text E.B. VI., p. 5, No. 2), which establishes more detailed regulations in regard to the procedure to be followed with reference to the payment of compensation by British County Courts to victims of accidents of French nationality who have returned to reside in France.

[See also :—4.1, France, Great Britain.]

4. NATIONAL WORKMEN'S INSURANCE

4.0. SICKNESS INSURANCE.

DENMARK. The Danish Act of 21st August, 1908 (Text E.B. III., p. 351, No. 3), relating to the employment of foreign workers, empowers the Minister of the Interior, in §8, paragraph 3, to grant State recognition, with a yearly State subvention of 1kr. for each person insured, to associations organised for the whole of the country for the insurance of foreign workers in cases of sickness. By Notification of the 16th February, 1909 (Title E.B. VI., p. 25, No. 1), the "Sickness Insurance Fund for Foreign Agricultural Workmen" received State recognition. From 1st March, 1909, onwards every employer having foreign workers in his employment was required to insure in this institution.

CIII.

GERMANY. *Workmen's Insurance Code*, 19th July, 1911 (Title E.B. VI., p. 231; English translation in Bulletin 96 of the United States Bureau of Labor).* Since the middle of 1890 official circles have been considering the question of standardising and extending the German Workmen's Insurance Acts. The Trimborn law embodied in the Tariff Act of 25th December, 1902.† by which the maintenance of dependants was fixed to come into operation not later than the 1st January, 1910, gave a fresh impetus to the preliminary work of this difficult task. "Count Posadowsky, who conducted the work with unceasing energy at the Ministry of the Interior, is known to have once declared that a dictator alone would be able to complete this gigantic undertaking. The credit for completing a draft cannot, however, be assigned to him, but must be coupled with the name of his successor. When Herr von Bethman Hollweg accepted the appointment of Minister of the Interior he undertook the preliminary work of reform with very great energy. In conjunction with the Prussian Minister of Commerce, Herr Delbrück, he made himself personally acquainted with the conditions of workers' insurance in various parts of the country, introduced into the Ministry of the Interior new officials, in addition to existing experts, with a view to solving the problem, attended committee meetings of sick funds, medical practitioners and apothecaries, and was thus enabled to submit to the Federal Council, and simultaneously to the public,

* The above summary is based upon various articles published in the *Soziale Praxis* and the following: A. Düttman, "Führer durch die Deutsche Arbeiterversicherung nach der Reichsversicherungsordnung," Altenburg, St. Geibel, 1911, and Dr. Hermann Hog "die Reichsversicherungsordnung (Nachtrag zu Elsters Lexikon des Arbeitsrechts)," Jena, G. Fischer, 1911, in addition to the official publications, the most important of which are No. 340 (Regierungsentwurf) and No. 946 (Kommissions-Bericht) of the Reichstag publications, 12th Legislature, II. Session, 1909-10. Attention is drawn again to the text editions of the Imperial Insurance Code named on p. 231 of the English *Bulletin*. The following editions, with commentaries, are announced or have already been published: Dr. Franz Hoffmann, "Reichsversicherungsordnung, Erläuterte Taschenausgaben," 4 volumes, Berlin, C. Heymann; "Reichsversicherungsordnung: Kommentar in 5 Bd. von Mitgliedern des Reichsversicherungsamts" (Imperial Insurance Office), Berlin, C. Heymann; Dr. Mayer, "die Krankenversicherung der Reichsversicherungsordnung und ihrer Nebengesetze," Frankfurt, Ed. Schnapper; Düttmann, Appellius, Braunn, von Frankenberg, Lange, Meinel, Saucke, Seelmann, "Kommentar zur Reichsversicherungsordnung in 4 Bändchen," Altenburg, St. Geibel. Further references are contained in the Bibliography of the *Bulletin*.

† §15 of this Tariff Act provides as follows:—

"The net customs revenue falling upon each head of the population of the German Empire, which revenue is derived from goods dutiable in conformity with Sub-Sections 1, 2, 102, 103, 105, 107, 107a, and 160 of the tariff (§1) and exceeds the average net customs' revenue derived from the said goods, falling upon each head of the population, based upon the average of the financial years 1893 to 1903, shall be used for the purpose of facilitating the introduction of a system of widows' and orphans' insurance.

"A special Act shall be enacted in regard to regulations respecting this insurance.

"The aforesaid revenue surplus shall be allowed to accumulate, and shall be invested at interest on behalf of the German Empire until the said Act passes into law.

"Should this Act not have passed into law by the 1st January, 1910, the interest derived from the said accumulated surpluses, as well as the surplus receipts themselves, shall be handed over to the separate undertakings for invalidity insurance in proportion to the contributions paid by them during the previous year towards widows' and orphans' benefit for persons insured by the said undertakings.

"The benefit shall be granted in pursuance of rules to be sanctioned by the Imperial Insurance Office."

In consideration of the position as regards the preliminary work of establishing this insurance, the date referred to was postponed by Act dated 11th December, 1909, until 1st April, 1911.

CIV.

on the 2nd of April, 1909, the draft of the Imperial Insurance Code." (*Soziale Praxis* XIX., 786.) It took the Federal Council nearly a year to complete their deliberations in committee and *in plenum*. On the 12th March, 1910, the draft of an Imperial Insurance Code was submitted to the Reichstag (Reichsdrucksachen, 12th Legislature, 11th Session, 1909-1910, Nr. 340).

The preamble to the Bill points out that the German system of insurance not only requires a thorough revision—*i.e.*, to remove certain defects—but also requires extension. "The justifiable desire to render the benefits of social insurance accessible to interested parties, with the least possible delay, was the cause of putting aside all difficulties which could not be immediately overcome. It is for this reason that whole classes of the population remain uninsured, especially with reference to sickness insurance, since their peculiar conditions rendered it impossible to include them uniformly in the circle of the insured." (Preamble, p. 2.)—"Further, one of the great problems with which social legislation found itself confronted has not yet been taken in hand at all. The insured themselves have been provided for in regard to sickness, accident, invalidity and old age, but such provision is mainly conspicuous by its absence as far as dependants are concerned."—"Reform and extension must progress simultaneously. . . . Reform without simultaneous extension would be devoid of those broad and uniform foundations which are necessary to realise its proposed organisation, while, on the other hand, an extension without reform would transfer existing and recognised defects to other spheres, and create new institutions, which in all probability would have to be shortly modified again, and thus the difficulties of bringing about total radical reform would be rendered still more difficult." (Preamble, p. 3.)—"Should it be necessary, however, to make a further claim upon the means and willingness of all interested parties, it should be remembered that, on the other hand, the actual circumstances of the times suggest caution and limitation. This has been taken into account in the draft under consideration. It does not introduce, apart from the insurance of dependants, any new proposals for the realisation of social reform. It rather confines itself to the extension of the present aims, without going beyond the limits of requirements, which the Reichstag has demanded for years and has considered practicable. Thus the special economic conditions of additional classes of the population brought within the scope of the insurance have been taken into careful consideration by the issuing of appropriate separate regulations. By the insertion of a system of voluntary supplementary insurance, the reasonable wishes of the middle-classes have been met for the introduction of a form of social insurance which should conform with their requirements" (Preamble, p. 3.)—"Of fundamental importance to the inauguration of the reform is the point of view from which the question of unification of the various insurance branches is considered. Hitherto the Federated Governments have always evinced a disinclination to the complete amalgamation of the said insurance branches (see 'Gesetzentwurf zur Abänderung der Invaliditäts- und Altersversicherung,' Reichsdrucksachen, 9, Legislaturperiode IV., Session 1895-97, No. 696 p. 138; 26th February, 1897). . . . Instead of the amalgamation objected to by the various insurance branches at present independent, an attempt should be made, while safeguarding their independence, to bring about a mutual entente. The best means for this purpose would be the creation of a common connecting link, and this should be done in such places where experience has proved it to be most needed, *i.e.*, as regards local jurisdiction of lower instance" (Preamble, pp. 4 and 5) by establishing local insurance offices.

The first debate on the Bill took place in the Reichstag on the 18th-20th April, 1910 (Sten. Prot. 2457 D, 2493 C, 2529 D). The majority took exception to the supposed formal and cumbersome nature of the new organisation, and especially to the local insurance offices. Another party, however, demanded the insurance office as a local sub-structure having independent jurisdiction for the whole of the insurance. In addition, questions relating to self-administration and to a bureaucratic organisation formed the object of discussion. General consent was expressed in regard to the extension of insurance against sickness to workers in agriculture and forestry, home-workers, domestic servants, etc., with reference, however, to free friendly societies, factory funds, guild funds, and building trade sick funds, the opinions were very much divided. But, on the whole, there was general approval of the plan of the greater concentration of funds. The advisability of dividing equally between employers and employed both the places on the executive and subscriptions to sick funds was seriously doubted by the Conservatives, while the Centre Liberals, Social Democrats, Poles, and the Agrarian party unanimously opposed it. It was repeatedly pointed out how strange it was that certain employers, in spite of all other complaints in regard to the unbearable burden resulting from social legislation, were willing to saddle themselves with additional sick fund contributions, amounting to something like 50-60 million marks, with the sole object of curtailing the workers' share in the administration of the funds. The proposed settlement of the question of medical practitioners met with general dissent. The apothecaries also announced their disapproval. Once again the demand was made that the workers should have a voice in fixing the amount of compensation in regard to insurance against accidents, and, further, that the insurance offices should take the first steps to inquire into the particulars of an accident. It was urged that diseases arising from industrial causes should be treated as accidents, and compensated accordingly. An increase in the limit of wages taken into consideration was also demanded, not only in regard to insurance against sickness and accidents, but also in regard to invalidity insurance. It was also maintained that invalidity insurance should be made compulsory for home-workers, and that the age limit should be reduced to 65 years. Some speakers very adversely criticised the sparing provisions made for dependants, whilst others, on the other hand, acknowledged that a tolerable beginning had, at any rate, been made. The representative of the Government, Ministerial-Director Caspar, expressed the hope that it might be possible to simplify the system of administration, and maintained that it was impossible to make the provisions for dependants retrospective as from 1st April, 1910; and that a uniform basis was indispensable for carrying out the Acts. The raising of the insurance limit, in regard to sickness and invalidity, was, it was contended, open to grave objections. Finally it was stated that the Government would adhere to the dual system in regard to the medical practitioner question. (See *Soziale Praxis* XIX., 788.) The debate was concluded on the third day by a majority, and the Bill was sent to a Committee consisting of 28 members.

Just a year later, from the 27th to the 29th of April, 1911, the reports of the Reichstag Committee were published, in seven Parts, consisting of 2186 pages (Reichstagdrucksachen, 12 Legislaturperiode, II. Session, 1909-1911, No. 946). The second debate *in plenum* took place from the 5th to the 22nd of May, and the third from the 26th to the 29th of May. The Bill underwent various changes during the debates of the Committee, and in the Reichstag,, which rather destroyed its general scheme, and somewhat altered

the lines along which it was intended to proceed (*cf.* speech by the Secretary of State of the Ministry of the Interior, Dr. Delbrück, at the third debate. 27th May, 1911; Sten. Prot., p. 7183 D). In spite of the fact that all that the Government considered desirable was not attained in regard to organisation, stages of appeal and administration, the Act, which was passed on the 30th May, 1911, with a majority of 174 out of 290 voters with 15 abstentions, marked a decided advance in the sphere of social insurance.

The following gives a summary of the principal modifications introduced by the Act :—

- (1) Uniformity of the whole of the insurance procedure ;
- (2) Extension of legal insurance against sickness to from 6 to 7 million workers in agriculture and forestry, home-workers, domestic servants, and temporary workers ;
- (3) Increase of the limit of wages in regard to insurance against sickness from 2,000 to 2,500 marks ;
- (4) Additions to the protection of mothers and infants (prolonged confinement benefit, nursing bonuses) ;
- (5) The possibility of increasing sick fund payments to workers earning high wages ;
- (6) The widening of the circle of persons subject to insurance against accidents ;
- (7) Increase of the salary limit in regard to the accident insurance of works officials, from 3,000 to 5,000 marks ;
- (8) Introduction of the procedure of protests in regard to the fixing of accident compensation ;
- (9) Introduction of the insurance of dependants ;
- (10) Introduction of children's benefits whereby the amount of invalidity allowance is increased by from one-tenth, up to one-and-a-half times the amount of the allowance, for each child under 15 years of age ;
- (11) Relief of the Imperial Insurance Office.

A less complicated phraseology is used in the Imperial Insurance Code than that employed in the earlier Acts. Long paragraphs have been subdivided into convenient lengths, and the regulations applying to all branches of insurance placed at the beginning of the Code. That the Imperial Insurance Code has become an Act comprising 1805 Sections is to be attributed more to this simplification and sub-division than to its extension to new branches of insurance (insurance of dependants).

All sections of the Code will not become law simultaneously. According to §1 of the Introductory Act, dated 19th July, 1911 (Title E.B. VI., p. 231. No. 2), those regulations only came immediately into operation which were necessary to its administration. The regulations in regard to invalidity and dependants' insurance (fourth book) came into operation on the 1st January, 1912. The rest is to come into force in accordance with Imperial Orders to be decreed. Changes have to be undertaken in the constitution of the present organisation, the insurance authorities have to be established, and the sick funds amalgamated as far as necessary. The corresponding provisions of the following Acts have been repealed through the new Code, in accordance with §5 of the Introductory Act, viz. :—

- (a) The Act respecting insurance against sickness, dated 15th June, 1883, as amended by the Act of 10th April, 1892 ; and the Acts dated 30th June, 1900, and 25th May, 1903 ;

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(b) The Act relating to insurance against accident and sickness of persons employed in agriculture and forestry, dated 5th May, 1886 (Part B, Sickness Insurance);

(c) The Act to amend the Acts relating to insurance against accident, dated 30th June, 1900;

(d) The Act respecting industrial insurance against accident, dated 30th June, 1900, in the form of the Notification of 5th July, 1900;

(e) The Act respecting insurance against accidents in agriculture and forestry, dated 30th June, 1900, in the form of the Notification of 5th July, 1900;

(f) The Act respecting insurance against accidents in the building trade dated 30th June, 1900, in the form of the Notification of 5th July, 1900;

(g) The Act respecting insurance against accidents to seamen, dated 30th June, 1900, in the form of the Notification of 5th July, 1900;

(h) The Act respecting invalidity insurance in the form of the Notification of 19th July, 1899.

The Imperial Insurance Code is sub-divided into six books, to which must be added the Introductory Act containing 104 Sections, in which are included transitional provisions. The following summary will convey some idea of the contents of the several books:—

BOOK I.—GENERAL PROVISIONS. §§1-164.

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|--|------------------------------|
| 1. Scope of the Imperial Insurance. | 3. Insurance authorities. |
| 2. Carriers of the Imperial Insurance. | 4. Other general provisions. |

BOOK II —SICKNESS INSURANCE. §§165-536.

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|-------------------------------|--|
| 1. Scope of the Insurance. | 7. Federations of funds; sections. |
| 2. Benefits of the Insurance. | 8. Special occupations. |
| 3. Carriers of the Insurance. | 9. Miners' sick funds. |
| 4. Constitution. | 10. Substitute funds. |
| 5. Supervision. | 11. Final provisions and penal provisions. |
| 6. Raising of the funds. | |

BOOK III.—ACCIDENT INSURANCE. §§537-1,225.

A.—Industrial Accident Insurance.

§§537-914.

1. Scope of the Insurance.
2. Benefits of the Insurance.
3. Carriers of the Insurance.
4. Organisation of the accident associations.
5. Supervision.
6. Payment of the compensation; raising of the funds.
7. Branch institutes.
8. Additional institutions.
9. Accident prevention; supervision.
10. Establishments and activities on account of public bodies.
11. Liability of undertakers and their representatives.
12. Penal provisions.

B.—Agricultural Accident Insurance.

§§915-1,045.

1. Scope of the Insurance.
2. Benefits of the Insurance.
3. Carriers of the Insurance.
4. Organisation.
5. Supervision.
6. Payment of the compensation; raising of the funds.
7. Additional institutions.

8. Accident prevention; supervision.
9. Establishments of the Empire and of the States.
10. Regulation by State legislation.
11. Liability of undertakers and their representatives.
12. Penal provisions.

C.—Navigation Accident Association.

§§1,046-1,225.

1. Scope of the Insurance.
2. Benefits of the Insurance.
3. Carriers of the Insurance.
4. Organisation.
5. Supervision.
6. Payment of the compensation; raising of the funds.
7. Branch institutes for small-scale establishments engaged in navigation and in deep-sea fishing and coast fishing.
8. Additional institutions.
9. Accident prevention; supervision.
10. Establishments of the Empire and of the States.
11. Liability of undertakers and their representatives.
12. Penal provisions.

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BOOK IV.—INVALIDITY AND SURVIVORS' INSURANCE. §§1,226–1,500.

1. Scope of the Insurance.
2. Benefits of the Insurance.
3. Carriers of the Insurance.
 - (a) Insurance institutes.
 - (b) Special institutes.
4. Supervision.
5. Payment of the benefits; raising of the funds.
6. Procedure as to contributions.
7. Voluntary additional insurance.
8. Final provisions and penal provisions.

BOOK V.—RELATIONS OF THE INSURANCE CARRIERS TO EACH OTHER AND TO OTHER BODIES. §§1,501–1,544.

1. Relations of the insurance carriers to each other.
2. Relations of the insurance carriers to other bodies.

BOOK VI.—PROCEDURE. §§1,545–1,805.

A.—Determination of Benefits.

1. Determination by the insurance carrier.
2. Determination by judgment procedure.
3. Special kinds of procedure.
4. Special provisions for the navigation accident insurance.

B.—Other Judgment Matters.

C.—Decision Procedure.

1. General provisions.
 2. Appeals.
 3. Further appeals.
- #### D.—Costs and Fees.

SUMMARY OF THE PROVISIONS OF THE IMPERIAL INSURANCE CODE.*

Book I. : General Provisions.—The provisions in regard to the insurance organisations (in regard to sickness insurance, the sick funds; in regard to accident insurance, the trade associations; in regard to invalidity insurance—to which has been added insurance of dependants—the insurance institutes and the special institutes which have been established for certain districts) are, to all intents and purposes, similar to those of the Acts hitherto in force. A novel feature is the universal eligibility of women to responsible positions in insurance organisations, and further, the introduction of the system of proportional representation.

The distinguishing feature of the first book is to be found in the re-organisation of the insurance authorities, with a view to guaranteeing uniform and just administration. The separate departments of this organisation are :—The local insurance offices established, as a rule, for the district of a lower administrative authority, the superior insurance offices established mostly for the district of a higher administrative authority, and the Imperial Insurance

* Some statistical information as regards the expansion of German Insurance may be interesting here. *Insurance Organisations* : (1) For sickness insurance, 1909, 23,449 sick funds with a membership of 13·4 millions (in future, 8–10,000 sick funds with a membership of about 20 millions); (2) for accident insurance, 66 industrial and 43 agricultural trade associations, and 545 State and Communal executive authorities, the number of insured persons in 1909 amounting to about 23·8 millions; (3) for invalidity insurance, 31 State insurance institutes and special institutes, the number of insured amounting to about 15·5 millions. *Contributions* : Employers contributed in 1909, 413·4 million marks, and the insured persons the sum of 342·1 million marks, making, with the State subsidy of 50·5 million marks, a total of 806 million marks. *Benefits* : In regard to sickness insurance the claims paid amounted to 339 million marks, whilst in regard to invalidity and accident insurance the claims paid amounted to 189 and 162·3 million marks respectively, showing a total of 690·3 million marks. During the year 1909, the sick funds rendered assistance in over five million cases of sickness. In regard to accident insurance in 1910, a round sum of 165·3 million marks was paid out to 1,169,308 injured persons and their families. The invalidity insurance was paying pensions at the beginning of 1911 to 1,034,060 persons, and the total amount paid out in 1910 was about 196 million marks. It is anticipated that in 1912 the contributions and State subsidies will total some 1,000 million marks, and claims will amount to some 800 million marks. (Düttmann, p. 3.)

Office which, in Bavaria, Saxony, Württemberg, and Baden, is replaced by the State Insurance Offices established for the purpose of carrying out part of the administration in those States. These public insurance authorities will take over the whole jurisdiction and nearly the whole of the official administrative work, of which only a fractional amount will be undertaken by the Federal Council, the Imperial Chancellor, the higher and lower administrative authorities and the local police authorities, etc. The insurance offices form the local connecting link of the various branches of insurance. As a rule, they consist of an insurance department, to be attached to the lower administrative authority. The Director of the lower administrative authority will be President. The President alone, or his deputy, may transact business of minor importance in connection with the insurance office, but in all other cases, where legally required, only with the assistance of insurance representatives as associates, of whom half the number are to be selected from amongst the employers, and the other half from the insured persons. Their election is effected through the respective executives of the sick funds. Male persons only are eligible. Each insurance office creates one or more judgment or decision committees (*Spruchauschüsse* bzw. *Beschlussausschüsse*), consisting of the President of the insurance office and one representative each of the employers and the insured persons. The insurance offices take over in general all the work of the imperial insurance which had been hitherto entrusted to the lower administrative authorities, the communes (*Gemeinde*) and other lower instances. They supervise the sick funds and supply information in regard to all insurance affairs. The superior insurance offices act as higher judicial, decision and supervisory authorities. They replace the Boards of Arbitration for Workmen's Insurance whose authority had been limited to decisions in cases of accident and invalidity insurance. They consist of a public official as President and of at least 40 associates, of whom one-half are selected from amongst employers, and the other half from insured persons. One-half of the employers' associates are elected by the employers on the Committee of the competent invalidity insurance institute, and the other half by the Directors of the competent agricultural association and the representative accident association specially established. The election of associates acting on behalf of insured persons is effected in accordance with the system of proportional representation, by the representatives of insured persons at the insurance offices.

The Imperial Insurance Office, constituting the supreme authority on judicial decision and supervisory matters, has remained practically unchanged as regards its organisation. The number of non-permanent members has been increased from 18 to 32, of whom eight will be appointed by the Federal Council, whilst 12 will be appointed as representatives of the employers, and the remaining 12 as representatives of the insured persons. The representatives of the employers will be appointed by the employers on the committees of invalidity insurance institutes, and of the corresponding special institutes, and the representatives of insured persons by their associates in the superior insurance offices. The continuation of State insurance offices, established by the respective Federal States, will be permitted on condition that at least four superior insurance offices are under their jurisdiction. They replace the Imperial Insurance Office within the limits of law in the territory of their respective Federal States.

A novel feature is introduced in the fact that, in all three branches of insurance, inebriates may now be compensated in kind instead of in money—and at the request of the poor law or communal authorities concerned, they

must be so compensated. Admission into an inebriates' home is in such cases considered as compensation in kind. Treatment by registered medical practitioners is considered as medical treatment within the meaning of the Code, and a similar interpretation is applied to the treatment of dental diseases by qualified dentists. Treatment by unqualified persons, such as barber-surgeons, midwives, medical helpers, medical attendants, nurses, masseurs, and dental assistants is only allowed if recommended by the medical practitioner, or in case of emergency, or in pursuance of orders issued by the higher administrative authority. In the case of dental diseases, with the exception of diseases of the mouth or gums, the services of dental assistants may be requisitioned, provided that the insured person has given his consent, or the higher administrative authorities have issued regulations to that effect. In so far as foreign States have established provisions corresponding to the Imperial Insurance Code, the Imperial Chancellor may order, with the consent of the Federal Council, and with due regard to reciprocity, to what extent the relief is to be administered in conformity with German or foreign law in the case of undertakings extending beyond one country, and of insured persons temporarily employed within the territory of another State. Similarly, if there is a reciprocal consideration, the insurance of citizens of a foreign State may be differently effected, provided that the obligation of employers to pay contributions may neither be reduced nor dispensed with altogether.

Book II. : Sickness Insurance. The most far-reaching modifications have been effected in this book. The obligation of insurance, as far as the extent of the latter is concerned, depends no longer on membership of certain branches of industry or on the kind of occupation, but includes, fundamentally, as already provided in the invalidity insurance, all persons who are employed at a remuneration within the country, including apprentices receiving no remuneration. The following is the detailed list of trades and professions subject to insurance :—

- (1) Workmen, helpers, journeymen, apprentices, and *domestic servants,**
- (2) Establishment officials, foremen and other employees in similar higher positions, if such employment constitutes their *principal occupation* ;
- (3) Clerks and apprentices in commercial establishments and *pharmacies* ;
- (4) *Members of the Stage and of orchestras, irrespective of the artistic value of their services* ;
- (5) *Teachers and tutors* ;
- (6) *Home-workers* ,
- (7) *The crews of German seagoing vessels, and also the crews of vessels engaged in inland navigation.*

The rule in regard to the duration of employment—*e.g.*, a minimum of one week—has been omitted. The Federal Council may determine the extent to which temporary work shall be exempted from insurance. The trades and professions mentioned under headings (2)–(5) and (7) are only to be subject to insurance if their regular annual earnings do not exceed 2,500 marks (in the Bill 2,000 marks)—a concession which was not obtained without a long struggle. The difficulty of extending the insurance obligation rendered it

* The italics indicate those trades and professions which have been newly brought under the obligation of insuring by the Code.

necessary to establish separate regulations in regard to special kinds of occupations (agricultural workers, domestic servants, temporary workers, workers employed in itinerant trades, employers engaged in home industries and home workers employed by them, apprentices).

Persons employed by the State, by communes or other authorities, as established officials or otherwise, and who are provided for in case of sickness (in general, as under the law hitherto in force), and members of religious associations, deaconesses, etc., whose services are rendered in return for free maintenance, and—at the request of the employer—apprentices, and workers temporarily employed in workmen's colonies, are exempt from insurance.

Voluntary insurance is open to all employees who are not under the obligation to insure, and who are members of the trades and professions mentioned under headings (1)–(7), members of the employer's family who work without remuneration, employers who, as a rule, employ no one, or at least not more than two workers liable to insurance, provided that in each of these cases the annual total income does not exceed 2,500 marks. Should the annual total income exceed 4,000 marks, the right to voluntary insurance ceases in every case. The rules of a sick fund may make admission to voluntary insurance dependent upon a certain age limit and upon the production of a medical certificate.

The sickness insurance benefits have been increased. The Code establishes regular benefits (formerly called minimum benefits) which may be reduced only in exceptional cases, in accordance with the rules of the fund, but may be considerably increased (additional benefits).

The regular benefits are as follows :—

(1) Sickness benefit (medical attendance ; if unable to work, pecuniary amounting to one-half of the basic wage for each working day from the fourth day of the illness ; and, under certain conditions, admission to a hospital, with house money for dependants, as well as nursing at home by a nurse or nursing-sister, subject to a deduction from the pecuniary benefit not exceeding one-fourth).

(2) Maternity benefit (maternity pay, formerly called confinement grant, equivalent to the amount of pecuniary benefit, for eight weeks—formerly six weeks).

(3) Funeral benefits (20 times the amount of the basic wage).

The local sick funds and the registered friendly societies were formerly not obliged to pay maternity and funeral benefits. The cash benefits of the funds are assessed according to the basic wage (up to 5 marks, instead of 4 as hitherto, or upon a graduated scale, up to 6 marks). Pecuniary benefit must terminate at the end of 26 weeks at latest. Time during which the insured person has been nursed only, and has not received any pecuniary benefit, is only considered when calculating the 26 weeks in so far as 13 weeks have been exceeded.

Additional benefits, the sphere of which has been considerably enlarged, may take the form of : extension of pecuniary benefit up to one year ; increase of the benefit up to three-quarters of the basic wage ; the payment of benefit in respect of Sundays and holidays and of the first three days of illness ; increase of house money granted in addition to admission into a hospital, up to the amount of the legal pecuniary benefit ; provision for convalescents up to one year ; the granting of therapeutic appliances and appliances to prevent disfigurement or deformity ; special diet ; hospital treatment or home nursing

for women during confinement ; nursing benefit up to one-half of the pecuniary benefit and until the end of the 12th week after confinement for women who nurse their own infants ; pregnancy benefit for six weeks prior to confinement, and the attendance of a midwife ; increase of funeral benefit up to 40 times the basic wage, and the establishment of a minimum amount of 50 marks ; benefits to the family in the form of nursing, maternity benefit for uninsured wives, and funeral benefit for members of the family not subject to insurance.

In regard to the assistance of persons who have severed their connection with the fund on account of unemployment, the conditions have been made more stringent. A novel feature is to be found in the regulation that persons for whom contributions have been paid for three months after their application to a fund was made in due form, and not designedly incorrect, shall not be refused benefit in the event of illness on the ground that they ought to be members of another fund, or that they are neither subject nor entitled to insurance.

In regard to the sickness insurance organisation, the Code seeks to prevent disintegration as far as possible, and to create larger and sounder institutions. It is for this reason that building-trade sick funds have been incorporated with the establishment sick funds and communal sickness insurance has been put aside altogether. The basis is formed by the general local sick funds which, as a rule, extend over the district of an insurance office ; then follow, with a similar local limitation, the rural sick funds, which comprise the branches of industry recently brought under the insurance—viz., agricultural workers, domestic servants, itinerant and home workers. Those local sick funds already in existence which are organised for particular trades may remain as "special local sick funds," under certain limiting conditions. A similar regulation applies to the establishment sick funds and guild sick funds. The position of the miners' benefit sick funds has, on the whole, remained unchanged. The funds known hitherto as "registered friendly societies" will only be admitted under strict conditions as supplementary funds ; otherwise they are limited to the sphere of ordinary contributory societies, and subject to the Act relating to private insurance associations, dated 12th May, 1901.

With reference to the principles governing the internal organisation of sick funds, attention should be drawn to the fact that the distribution of votes remains as before, viz., one-third belonging to the employers and the remaining two-thirds to the insured persons. This principle, however, has been modified to some extent by a provision to the effect that resolutions of special importance require a majority of both the employers and the insured persons.

Relations between sick funds and medical men and apothecaries have been settled by introducing freedom of contract (without referring to contract committees, conciliation boards, etc.), and it has thus been left to future developments as to which of the two systems, free choice of physician or fund doctors, will be adopted. Except in urgent cases, the fund may, as hitherto, refuse to pay other physicians, but it must allow its members, if this does not involve a considerable increase in expenditure, to choose at least between two medical men.

In regard to the raising of the necessary funds, the regulations hitherto in force remain unaltered : the employer pays one-third, the insured two-thirds ; in the case of guild funds, the proportion may be one-half each, if this is in accordance with the rules of the fund. The contributions may only exceed

4½ per cent (but not in any case 6 per cent.) of the basic wage, should they be required for the purpose of covering the regular benefits. Reference must be made to the following new features: the abolition of entrance fees; increased contributions for those members who work on Sundays and holidays and receive sick-pay; the possibility of raising supplementary contributions for the purpose of family insurance. The use of funds for preventative measures is permitted in future; in this way a large field has been opened up for the preventative work of the funds, particularly in regard to tuberculosis, inebriates, and the housing question.

As previously mentioned, separate regulations are contained in the Code for special occupations (agricultural workers, domestic servants, temporary workers, itinerant workers, home-workers), which, as a rule, are to be insured in the rural sick funds, having no real self-administration, and for apprentices. The modifications, apart from the quite special provisions (especially in regard to registration and contributions for temporary and home-workers), consist principally in the reduction of benefits and contributions; this has been carried very far in the desire to treat with leniency the capabilities of the rural sick funds, and especially those of agricultural employers (reduction of confinement benefit to women during confinement, not coming under the Industrial Code, to a period of four instead of eight weeks; exemption of agricultural workers from the obligation to insure, should other relief of equal value and the permanent solvency of the employer be guaranteed; introduction of extended sick treatment—i.e., treatment at a hospital, as a regular benefit, the refusal of which renders the insured person in most cases liable to lose the right to pecuniary benefit).

Book III. : Accident Insurance.—The modifications which the Imperial Insurance Code has introduced in regard to accident insurance are of a formal, rather than of a material character. Of the regulations contained in the Act dated the 30th of June, 1900—hitherto the principal Act—a few only have been included in the Third Book; the rest re-appear partly in the First Book and partly in the introductory Act. The Acts relating to industrial and building accident insurance have been amalgamated together under the heading of "Industrial Accident Insurance." This is followed by provisions respecting agricultural and navigation insurance.

The obligation to insure against accident extends to the following industries and trades, in regard to all workers and establishment officials whose annual earnings do not exceed 5,000 marks (formerly 3,000 m.) :—

I.—In regard to industrial accident insurance :

- (1) Mines, salt works, ore-treating works, quarries and pits;
- (2) Factories, shipyards, smelting works, *pharmacies*,* *breweries and tanneries*.
- (3) Building works, establishments executing work in *building, decorating, stone-cutting, locksmithing, blacksmithing, or plumbing*; further, in *stone-breaking* as well as building operations done by other than regular building firms.
- (4) Chimney-sweeping, window-cleaning, butchering trades, and the running of *bathing establishments*.
- (5) The entire establishment of the railway, postal, and telegraph administrations, as well as the naval and military administrations.

* (f) Italics denote trades which are newly subjected to insurance by the Code.

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(6) Inland navigation, rafting, ferries, towing, *inland fishing, fish culture, pond-fishing and ice-cutting*, if done as a business or run by the Empire, a State, commune, or other public body; dredging, as well as the keeping of vessels on inland waters.

(7) Establishments engaged in hauling, express, *livery, the hiring of riding animals and keeping of stables, if carried on as a business, the keeping of vehicles other than ships, if they are propelled by mechanical or animal power, as well as the keeping of riding animals.*

(8) Elevator, storage and cellarage establishments, if conducted as a business.

(9) The trades of packers, sorters, weighers, measurers, inspectors, stowers.

(10) Establishments for the transportation of persons or goods and timber-felling establishments, if they are connected with a commercial undertaking on an extensive scale.

(11) *Establishments for the treatment and handling of goods*, subject to the same conditions as (10).

II.—The agricultural insurance covers persons employed in forestry and agricultural enterprises or in subsidiary agricultural undertakings, in gardening and the care of gardens, except small home gardens supplying mainly the wants of the household, and, finally, persons employed in cemeteries.

III.—The navigation insurance covers the crews of German sea-going vessels and persons employed in subsidiary occupations.

The Federal Council is empowered to exempt from insurance certain industries having no particular accident risk. The power to extend the obligation to insure by the rules of an accident association and to introduce voluntary insurance remains practically unaltered.

The necessary funds are to be raised, as hitherto, by employers who are members of the trade association, in accordance with assessment procedure.

The benefits of accident insurance only extend to industrial accidents, including accidents sustained during domestic and other services to which persons principally engaged in an establishment are occasionally assigned by the employer or his representative.

The request that diseases contracted in certain industries should be placed on a level with industrial accidents has been met, since §547 stipulates that "By decision of the Federal Council accident insurance can be extended to specified occupational diseases. The Federal Council is authorised to issue special regulations for the administration thereof." The regulations referring to the calculation of the annual earnings which form the basis of calculation of benefits, have been modified; in particular, the whole of the annual earnings up to 1,800 marks (formerly 1,500 marks) will now be taken into calculation, plus one-third of the earnings which exceed the said 1,800 marks. The regulations in regard to granting pensions to totally disabled persons have somewhat relaxed. The provisions respecting the settlement of claims in one capital sum have been modified, especially in regard to foreigners; as far as German subjects are concerned this mode of settlement is now permissible in cases where the pension amounts to 20 per cent. (hitherto 15 per cent.) of the full pension. The relation between accident insurance and insurance against sickness has practically remained unchanged, but the regulations in regard to the so-called supplementary sick benefit increase the

pecuniary benefit to two-thirds of the basic wage from the fifth to the 13th week, and the other benefits during the period of waiting have been better formulated. Benefits to survivors may also be claimed by illegitimate children if the deceased father legally supported them, while relatives in the ascending line are entitled to the benefits if the deceased supported them out of his earnings "to an important degree" (not "wholly or partly," as in the case of grandchildren).

The following summary shows the benefits payable for accidents :

I.—In the case of injuries—

A. During the first 13 weeks subsequent to the accident :

1. Benefits to which the injured person is entitled from the sick fund according to law or the rules of the fund.

2. Provision, made likewise by the employer, for persons not insured against sickness—in the case of agricultural accidents by the communal authorities of the place of employment ; but as regards establishment officials only if their annual earnings do not exceed 2,500 Marks. The pecuniary benefit and house money is then calculated according to the local wage. (The trade association may, as an alternative, take over the arrangements for medical treatment.)

3. Benefit payable by the trade association from the day on which the sickness insurance benefit ceases, if the member is still incapacitated ; but if this is likely to cease before the termination of the 13th week, only in the event of the rules of the trade association so providing.

B. From the beginning of the 14th week benefits payable by the trade association are :

1. Medical treatment : Medical attention, medicines, and other therapeutical appliances and aid to assure the success of the treatment, or to mitigate the effects of the accident (crutches, supports, etc.).

2. A pension during the period of incapacity to work, as long as the injured person—

(a) is totally incapacitated from earning a livelihood—two-thirds of the annual earnings (full pension) ;

(b) is, in addition, so helpless in consequence of the accident that he requires the services and care of others—a corresponding increase up to the full amount of the annual earnings (pensions for helpless persons) ;

(c) is partially incapacitated from earning a livelihood—a pension corresponding to the loss of earning power (partial pension), which may be increased by the trade association up to the amount of the full pension, so long as the injured person is out of work through no fault of his own.

3. Hospital treatment in place of the pensions mentioned under 1 and 2 under the conditions which govern sickness insurance.

II.—In case of death—

1. As funeral benefit, one-fifteenth of the annual earnings—20 times the amount of the average daily wages—but not less than 50 marks ;

2. Pensions to each of the survivors of one-fifth of the annual earnings but not exceeding altogether three-fifths of the annual earnings, to be distributed as follows :

- (a) to the widow, until her death or re-marriage ;
- (b) to each of the surviving children, until they reach their 15th year ;
- (c) to the parents or, should these be defunct, to the grandparents and grandchildren, each one-fifth, as long as they require this assistance.

The trade associations are generally the insurance organisations. New regulations govern the relation of the Empire, the Federal States, and communal authorities with the trade associations, or their enlistment as special insurance carriers, apart from the branch institutes which have already been in existence under the title of Insurance Institutes, as branch establishments of the building trade associations for non-industrial building operations (so-called *Regiearbeiten*) branch institutes are now also established in connection with the land carrying trade and inland navigation trade associations, for the insurance of persons employed in the keeping of riding animals and conveyances not conducted as a business. Employers' liability insurance and the procuring of work for persons injured through accident may be undertaken by the associations. The regulations in regard to the establishing and supervising of rules for the prevention of accidents have been rendered more stringent as regards the industrial trade associations, but not as regards agricultural associations. The legislation of the various States has greater scope than it ever had before in regard to the regulation of accident insurance in agriculture.

Book IV.—Invalidity and Survivors' Insurance.—The regulations in regard to the invalidity insurance have been modified to a slight extent only, but they have received a most important supplement in the establishment of insurance for survivors.

The undermentioned persons are obliged to insure on the completion of their 16th year :

1. Workmen, helpers, journeymen, apprentices, domestic servants ;
2. Establishment officials, foremen, and other employees in similar superior positions, if such employment is their principal occupation ;
3. Clerks in commercial establishments and in *pharmacies*.*
4. *Members of the Stage and of orchestras, irrespective of the artistic value of their services ;*
5. Teachers and tutors ;
6. The crews of German sea-going vessels, and the crews of vessels engaged in inland navigation.

A condition of insurance in regard to the above-mentioned persons is that they shall be employed at a remuneration, and in regard to those mentioned under 2-5—and for masters of vessels—that their regular annual earnings do not exceed 2,000 marks. This wage limit has been evidently maintained in consideration of the impending private officials' insurance, in spite of the simultaneous increase up to 5,000 marks, in regard to accident insurance, and up to 2,500 marks in regard to sickness insurance. With the exception of the wage limit, the sphere of the invalidity and survivors' insurance is less extensive than sickness insurance, inasmuch as apprentices who do not receive any remuneration, persons under 16 years of age, persons who receive no other remuneration than free maintenance, and invalids are not generally subject to insurance ; the inclusion of home workers is subject, as hitherto, to the special decisions of the Federal Council.

* Italics denote trades newly subjected to insurance by the Code.

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Apart from the above-mentioned persons, the following are also exempted from insurance: Persons who are employed by the State, communal authorities, etc., as officials or in any other capacity, or who are already provided for by the State, and also, in accordance with the decision of the Federal Council, certain foreigners* and persons who undertake temporary work only. Persons who are guaranteed retirement pensions may be exempted by the Insurance Office at their request, as well as persons who are independent or who work without receiving any remuneration, except at specified seasons and for not more than 12 weeks or 50 days per annum, so long as less than 100 contributions have been made on their behalf; finally (a new provision), under certain conditions, persons who, during their time of study at a college, or afterwards, are employed in some transitional post for the purpose of further preparing themselves for their future vocation.

Opportunity is given for voluntary insurance in the shape of self-insurance and extended insurance. A new institution is the voluntary supplementary insurance, which effects an increase of the invalidity pensions only, and of no other benefits, and consists in the fact that the insured person, by purchasing supplementary stamps of 1 mark, irrespective of number and time, acquires the right to a supplementary pension grant, equal, in respect of each stamp, to 2 pfennigs, multiplied by the number of years which have elapsed, at the commencement of invalidity, since the purchase of the stamp.

The necessary funds are raised by a contribution which has been uniformly established by law, and is also levied on unmarried persons, the weekly amount of which, from the 1st January, 1912, is:

Wages Class.		Annual Earnings. Marks.			Contributions.	
					At Present.	Formerly.
I.	..	Up to 350	..	..	16 Pf.	14 Pf.
II.	..	350-550	..	..	24 ..	20 ..
III.	..	550-850	..	..	32 ..	24 ..
IV.	..	850-1,150	..	..	40 ..	30 ..
V.	..	Exceeding 1,150	..	..	48 ..	36 ..

An important change has taken place in regard to the pensions, inasmuch as the so-called invalidity pensions will also be paid to insured persons who are not permanent invalids and have not been invalids for 26 weeks, but who are still disabled after the cessation of the pecuniary sick benefit. The principle that no arrears of pensions shall be paid in respect of more than one year previous to the receipt of the application will, under certain conditions, no longer apply. An essential advance is found in the regulation in regard to supplementary pensions for children, which the Reichstag incorporated in the Act, whereby a person in receipt of an invalidity pension, having children under 15 years of age, receives for each child a supplementary pension of one-tenth, provided that the total does not exceed one and a half times the amount of the invalidity grant.

In view of these modifications the pensions granted by the two branches of insurance are as follows:

* §1,233. "The Federal Council may rule that foreigners shall be exempt from insurance if the authorities permit them to remain in the country for a limited time only. The employer must then pay to the Insurance Institute, in accordance with the orders of the Imperial Insurance Office, an amount equivalent to that which he would otherwise have to pay out of his own means." This regulation refers particularly to Polish workers coming from Russia and Galicia.

1. *Invalidity Pensions*.—Term of waiting : 200 contributory weeks or, in cases of less than 100 obligatory contributions, 500 contributory weeks. The invalidity pensions are paid, irrespective of age, to those insured persons whose earning capacity, through sickness or infirmity, has been permanently reduced to less than one-third or who have been invalids during 26 weeks without interruption or since the cessation of sick benefit. For this purpose a person is held to be an invalid if he can no longer earn in work corresponding to his powers and abilities, and taking into consideration his education and previous occupation, one-third of the amount which sound persons of similar education are accustomed to earn in the same locality.

The invalidity pension consists of the following :

- (a) State subvention of 50 marks annually ;
- (b) The basic amount of 60–100 marks annually, according to the amount of the contributions paid.
- (c) The supplementary increases corresponding to the number and amount of the contributions utilised ;
- (d) A supplementary pension of one-tenth of the invalidity pension for each child of the pensioner, up to 15 years of age, provided that the total does not exceed five-tenths.

2. *Old-Age Pensions*.—Term of waiting : 1,200 contributory weeks. Old-age pensions are granted from the completed 70th year, irrespective of the earning capacity. They consist in a yearly State subvention of 50 marks, in addition to an amount of 60, 90, 120, 150, 180 marks for the before-mentioned five wage classes, which amount, in the case of contributory persons made in accordance with different wage classes, must be calculated upon the basis of the corresponding average.

3. *Widows' Pensions* are paid to invalided widows of insured persons until re-marriage ; they consist of a yearly State subvention of 50 marks and three-tenths of the invalidity pension paid to the deceased (without the Imperial subsidy).

4. *Orphans' Pensions* are paid to the legitimate children of an insured person and, subsequent to the death of an insured woman, her fatherless children (including illegitimate children) up to their 15th year, consisting in an annual Imperial subsidy of 25 marks, and three-twentieths of the invalidity pension of the deceased person (without the Imperial subsidy). in the case of one orphan only, and one-fortieth for every additional orphan. Subsequent to the death of the insured wife, whose husband is incapacitated from earning his living, and who herself wholly, or for the most part, supported her family with her earnings, the legitimate children under 15 years of age are entitled to orphans' pensions, and the husband to a widower's pension, as long as they require it. Should the deceased leave parentless grandchildren under 15 years of age, for whose maintenance he has been wholly or mainly responsible, they also are entitled, as long as necessary, to orphans' pensions.

5. *Widows' Benefits* are paid, up to the annual amount of the widows' pension, to the widow if she, at the time when these benefits become due, has herself fulfilled the waiting term and has kept the claim alive.

6. *Orphans' Settlements*, amounting to eight times the monthly orphans' pension, are granted to orphans upon completion of their 15th year.

7. A course of medical treatment for the insured and their widows, but not to wives of insured persons, for the purpose of preventing impending or removing existing invalidity.

8. Increased benefits, which Insurance Institutes possessing surplus funds may apply to the benefit of the insured persons and their widows, provided the consent of the Federal Council has been obtained. These consist of an increase of the house money up to twice or three times the legal amount, during a course of medical treatment. The customary return of contributions in cases of marriage or death, and to insured persons who have been disabled in consequence of an accident, has been abolished by the introduction of insurance of dependants (survivors).

Survivors' benefits are payable only on the supposition that the deceased, at the time of his death, has fulfilled the waiting term in regard to invalidity insurance (200 or 500 weeks) and kept his claim alive.

The Insurance Institutes and special institutes established in accordance with regulations issued by the State Governments for the territory of the Federal States, groups of Communes, or other districts—constitute the insurance organisation, as already mentioned.

Book V.—This regulates the relations of the insurance organisations to each other and to other persons liable to insurance.

Book VI.: Procedure.—All decisions which, by law, are not subject to judgment procedure (*Spruchverfahren*) are settled by decision procedure (*Beschlussverfahren*). Judgment procedure is essentially instituted for the purpose of confirming the claims of insured persons and settling reimbursement claims arising therefrom by the insurance organisation and third parties. Decision procedure applies to all other, and particularly to administrative, questions. The *modus operandi* of ascertaining claims by insured persons is different in each of the three branches of insurance. In regard to sickness insurance and invalidity and survivors' insurance the claim is made by the insured, but in regard to accident insurance, it is made officially.

Bavaria. In pursuance of §2a of the Sickness Insurance Act, a Bavarian Notification dated 5th May, 1911 (Title E.B. VI., p. 108, No. 4) extends compulsory insurance to surveyors' assistants and clerks of the drainage commission.

Brunswick. In close conformity with the Prussian Mining Act, dated 19th June, 1906 (Title E.B. I., p. 156), the Government of Brunswick has amended §7 of its Mining Act relating to miners' associations by the Act dated 23rd October, 1909 (Title E.B. VI., p. 116, No. 2).

MONTENEGRO. The Government of Montenegro has followed the example of Bulgaria (Act of 23rd March/5th April, 1905; Extract E.B. I., p. 13) in adopting an Act relating to the promotion of trade, embodying the regulation that only such undertakings shall receive privileges or concessions whose proprietors agree to create a workers' Insurance Fund from contributions of the management and the workers (65 per cent. and 35 per cent. respectively), and to agree that 80 per cent. of the workers employed by them shall be citizens of the State (Act of 18th February/3rd March, 1911; Extract E.B., VI., p. 179).

[See also :—200, Japan, Servia.]

4.1. ACCIDENT INSURANCE.

BELGIUM. By §20 of the Belgian Act of 24th December, 1903 (Title F.B. II., p. 554), relating to compensation for industrial accidents, a guarantee

fund was established for the purpose of securing compensation to persons entitled to it, in case of the insolvency of uninsured employers. An Order of 30th June, 1910 (Title E.B. VI., p. 123, No. 1), fixed the amount of the contributions in the case of employers not legally released from the liability of contributing, on 31st December, 1909, at 4 frs. for each undertaking, together with an additional contribution of 1 fr. for each worker beyond the fourth in the case of those undertakings in which more than five persons are usually employed (Decree of 30th December, 1908; Title E.B. III., p. 341, No. 3; 2'00 frs. and 0'50 frs. respectively). The Order of 24th June, 1911 (Title E.B. VI., p. 156, No. 26), fixed the same rate of contribution for the year 1910.

DENMARK. According to §1, last paragraph, of the Danish Act of 27th May, 1908 (Text E.B., III., p. 342, No. 1), relating to insurance against accidents in agriculture, the Minister of the Interior, on the proposal of the Workmen's Insurance Council, may extend the obligation to insure to similar occupations. In pursuance of this provision marl pits are, by Notification dated 11th January, 1910 (Title E.B. VI., p. 26, No. 3), subjected to compulsory insurance, to take effect from 1st April, 1910.

FRANCE. The French Act relating to Industrial Accidents of 9th April, 1898, provides in §30, as amended by the Act of 31st March, 1905 (Text of the Consolidated Act, F.B. IV., p. 38, No. 2), that every agreement made in contravention of the Act shall be null and void, and that any interested person may apply to the courts to have any such contract set aside. As it has frequently occurred that the parties have unwittingly, or for other causes, carried out such invalid contracts, the Minister of Justice, in a Circular of 11th October, 1909 (Title E.B. VI., p. 163, No. 2), requests the Public Prosecutors to nullify officially any such agreements. The second paragraph of §12 of the Act of 29th December, 1905 (Text E.B. II., p. 24, No. 1), relating to the insurance of French seamen, has been modified by an Act dated 19th April, 1910 (Title E.B. VI., p. 164, No. 15), so as to read as follows: "In the case of members sailing in small fishing vessels which are the property of the master or his widow or of other owners who only possess ships of tonnage below 50 tons, from the date of their landing. . . ." By Decree dated 28th October, 1910 (Text E.B. VI., p. 169, No. 24), the Anglo-French Convention of 3rd July, 1909 (Text E.B. IV., p. 163), relating to compensation for industrial accidents, was promulgated in France.

GERMANY. The following rules for the prevention of accidents have been sanctioned by the Imperial Insurance Office:—

Date Sanctioned.	Trade Association.	Title, E.B., Vol.	Page.
20th June, 1910	West Prussian Agricultural Trade Association. Rules for the prevention of accidents. D. Rules for forestry undertakings and subsidiary undertakings (saw mills)	VI.	13
9th Sept., 1910	Leather Industry Trade Association. Rules for the prevention of accidents	VI.	13
9th Sept, 1910	Vehicle Manufacturers' Trade Association. First supplementary rules	VI.	13
9th Sept., 1910	Vehicle Manufacturers' Trade Association. Special rules for the prevention of accidents on merry-go-rounds, sliding staircases, or similar means of conveyance	VI.	13

Date Sanctioned.	Trade Association.	Title, E.B.,	
		Vol.	Page.
22nd Nov., 1910	Trade Association for Precision Machines and Electrical Work. General rules for the prevention of accidents	VI.	13
22nd Nov., 1910	Trade Association for Precision Machines and Electrical Work. Special rules for the prevention of accidents in fitting operations (installations)	VI.	13
22nd Nov., 1910	Special rules for the prevention of accidents in undertakings where threshing is carried on by machinery and in subsidiary undertakings, to be delivered to the overseer if the occupier does not himself superintend the operations	VI.	13
25th Jan., 1911	Quarrying Trade Association. Rules for the prevention of accidents in blasting operations (instructions for firing)	VI.	103
25th Jan., 1911	West German Inland Shipping Trade Association. Rules for the prevention of accidents	VI.	103
8th March, 1911	South German Precious and Base Metals Trade Association. Rules for the prevention of accidents in the manufacture of aluminium in powder form (aluminium bronze)	VI.	103
29th May, 1911	Rhenish-Westphalia Textile Trade Association. Second supplement to the amended rules for the prevention of accidents	VI.	104

Württemberg. A Notification of the Württemberg Provincial Insurance Office, dated 23rd August, 1910 (Title E.B. VI., p. 238, No. 2), brings to the notice of the police authorities the new regulations for the prevention of accidents issued by the Württemberg Building Trade Association, in pursuance of §112 of the Industrial Accidents Insurance Act, dated 30th June, 1900, which were approved by the Imperial Insurance Office on 7th December, 1909, and came into force on 1st January, 1910. Apart from the provisions respecting the prevention of accidents, the regulations also prohibit the employment of children under 13 years of age. Children above the age of 13 may only be employed if they are no longer obliged to attend the school.

GREAT BRITAIN AND IRELAND. By the Convention of 3rd July, 1909 (Text E.B. IV., p. 163), Great Britain and France secured uniform treatment for their respective subjects, with regard to compensation for industrial accidents. The ratification was, however, not to take place until the British Workmen's Compensation Act—in so far as this applied to persons of French nationality—had received certain modifications as indicated in the Convention. A British Act of 20th October, 1909 (Text E.B. IV., p. 32, No. 2), empowers the Government to modify the Act accordingly by Order in Council. "I think your Lordships will see that, though the matter looked at by itself is not a very important one—the total number of workmen who are likely to be concerned is very small—on the other hand the Convention may be looked upon as being of real importance and value as a precedent, leading, perhaps, to other industrial agreements with foreign countries in time to come." (Earl Beauchamp, on the occasion of the Second Reading in the House of Lords, on 14th September, 1909; Parliamentary Debates, House of Lords, Vol. II., No. 59, p. 1,139.)

NETHERLANDS. Dutch legis'ation relating to accident insurance has been recently amended in several respects. The Decree of 5th December, 1902 (Title G.B. II., p. 543, No. 14), contained provisions relating to the guarantee which the employer must deposit in the State Insurance Bank when he wishes to take the accident risk upon himself; it also enumerated the cases in which the request to undertake this risk or for its transfer to a joint stock company may be refused, and in which the right to assume the risk may be withdrawn from an employer. A Decree of 21st September, 1909 (Title E.B. VI., p. 87, No. 5), supplements these regulations.

The Accidents Act (Act of 2nd January, 1901; Extract G.B. I., p. 269) has itself been amended by an Act dated 15th July, 1910 (Text E.B. VI., p. 91, No. 15), mainly as regards two points, viz. : (1) Hitherto, on the occasion of a change in the management of an undertaking, or in the removal of the business, any assumption of risks lapsed. By an amendment to §52, paragraph 1, with which the new form of §§36 and 40 is connected, it is provided that, in such cases the assumption of risk remains valid for any individual or legal person who afterwards acts in conjunction with the employer or takes the latter's place in the undertaking, the risks of which have been assumed; (2) In future the State must cover the loss of the premiums which the State Insurance Bank has been unable to collect (from 1903 to 1907 the loss already ascertained amounted to 20,000 florins, and the estimated loss to from 15,000 to 16,000 florins). The Government had gone still further in their Bill, which provided that the State should also cover compensation and expenses of treatment wrongly paid by the State Insurance Bank (1907 : 2,750 florins and 6,825 florins respectively). This proposal was, however, withdrawn by the Government during the debates on the Bill in the Second Chamber.

A Decree of 26th July, 1910 (Title E.B. VI., p. 92, No. 16), publishes the text of the Act relating to accidents in its final form as amended. Further Decrees relate to the revision of the classification of risks, and the new classification of persons employed on vehicles (heavy and light vehicles), on freight wagons and in the conveyance of milk (7th November, 1910; Title E.B. VI., p. 93, No. 19), the assumption of risks and their transfer (22nd August, 1910 and 7th November, 1910; Title E.B. VI., p. 93, No. 18, and p. 94, No. 20), and the keeping of wages lists by the employer (7th November, 1910; Title E.B. VI., p. 94, No. 21).

PERU. A Workmen's Accident Act was adopted in Peru on 20th January, 1911 (Title E.B. VI., p. 179), as the result of the work undertaken by a Parliamentary Committee especially appointed for that purpose. In accordance with the provisions of the Act, its application extends over (1) electricity, gas, and other power generating stations, high or low tension power stations, ship-building, construction and management of railways, bridges, and roads, undertakings in connection with transport, agricultural undertakings, loading and discharging operations on wharves, etc., the latter three, however, only in cases where operated by power; (2) smelting works and mines, ore-dressing works worked by motor power, and mines of various kinds employing more than 35 workers; (3) the building trade and other industrial undertakings employing motor power. The Act only applies to workers and employees whose annual earnings do not exceed 120 Peruvian pounds; should the annual earnings amount to more than 120 pounds, common law only is applicable. Compensation is payable for accidents which occur in the course of work, or which are directly occasioned thereby. As regards the benefits,

the employer must provide medical treatment and pay burial money up to the aggregate of two months' wages, and accident compensation as follows:—

1. To the injured worker :

(a) if completely and permanently disabled, an annuity amounting to 33 per cent. of the difference between the wages earned prior to the accident and the lower wages which the worker will be able to earn after the accident ;

(b) if completely disabled, but only temporarily, a pension amounting to 33 per cent. of the wages earned prior to the accident, during the period of disablement ;

(c) if partially and temporarily disabled, a pension amounting to 50 per cent. of the difference between the wages earned prior to the accident, and the lower wages which the worker would be able to earn after the accident until completely recovered.

2. In case of death, to the survivors of the deceased :

(a) A pension of 11 per cent. of the annual earnings to the widow, if she had not been separated from the deceased through her own fault. This pension ceases on remarriage, concubinage, or proved laxity of morals ;

(b) to the legitimate and other acknowledged children until they reach the age of 16, or, should they be incapable of earning a livelihood on account of bodily or mental defects, an annuity amounting altogether to 22 per cent. of the annual earnings. Should there be no children to be provided for, the relatives in the descending line or, failing these, the relatives in the ascending line, who depended upon the deceased for their maintenance are entitled to compensation. |

At the discretion of the court, the compensation may be increased to 50 per cent. if the accident was the result of the employer's negligence and his omission to provide the protective measures required by law. On the other hand, the compensation may, at the discretion of the court, be reduced, should the accident have been caused by the worker's negligence. Detailed regulations govern the notification of the accident and procedure, as also the substitution of liability by single or collective insurance with an approved Insurance Society.

[See also :—2.00, Japan, Servia ; 2.6, Ohio ; 4.0, German Empire.]

4.2. OLD AGE AND INVALIDITY INSURANCE.

BELGIUM. Up to the present the mutual insurance funds (*caisses communes de prévoyance*) have alone been taken into consideration as organisations for old-age insurance as far as the Belgian miners were concerned. They compared very unfavourably with other mutual societies, the *sociétés mutuelles*. The insurance funds were voluntarily created by the employers and originally intended for providing accident insurance. But already, years ago, they had extended their sphere to old-age insurance, and the Act dated 24th December, 1903 (Title F.B. II., p. 554, No. 1), in regard to the compensation of industrial accidents, confined them to that sphere exclusively. The financial bases of these insurance funds were defective, however, and their means being quite inadequate to the satisfactory carrying out of the duties of an insurance fund, on account of insufficient contributions by the employers, a re-organisation was considered highly essential. Another aggravating factor consisted in the fact

that, although all the workers of the undertakings which had joined the insurance funds were subjected to compulsory insurance in virtue of their contracts of work, the compulsion to insure did not confer upon them the privileges granted by the Act of 10th May, 1900, to the voluntarily insured members of the General Superannuation Fund (*Caisse générale de retraite*). The Minister of Industry and Labour, M. Francotte, pointed out this drawback as a positive injustice.

In view of these conditions and the requests expressed in Parliament during the debates on the Bill to amend the Mining Act dated 21st April, 1810 (See Introduction, p. LXX.), the Government introduced a Bill on 27th July, 1909, which, going far beyond the Act of 10th May, 1900, establishing subventions in regard to voluntary insurance, intended to establish compulsory insurance for miners along the following lines: Compulsory contributions to be paid by the insured; State subventions; insured persons to join the general old-age insurance fund guaranteed by the State.

In the course of lengthy proceedings, during which the Government itself modified their Bill, the Act dated 5th June, 1911, was passed (Text E.B. VI., p. 151, No. 23). It provides for the insurance, with the State guaranteed General Superannuation Fund (*Caisse générale de retraite*), of all Belgian colliers who have not reached the age of 60 by 1st January, 1912. The employer must see that this insurance with the Superannuation Fund is effected either directly or through the medium of a recognised insurance society (*société mutualiste*) or an approved provident fund (*Caisse de prévoyance*), subject to the Act dated 28th March, 1868. The annual contributions, to be paid by the insured person, amount to at least 18 francs if under 21 years of age, and to at least 24 francs should the insured person be 21 years of age or over. Arrears of contributions are to be deducted from the wages by the employer. The insured persons are entitled to fix the date of the commencement of the annuity. Their liability to pay contributions ceases as soon as the contributions made by them have reached an amount which is sufficient to permit the grant of an annuity of 360 francs from the age of 60. The provident funds (*Caisses de prévoyance*) which, as regards the encouragement premiums granted by the State, are placed on the same footing as recognised insurance societies, are subject to the following provisions: Every owner of a coal mine must contribute to an insurance fund which (a) acts as intermediary for the admission of miners to the General Superannuation Fund; (b) grants pensions under certain conditions and limitations; (c) organises provident and relief schemes on behalf of miners and their families. They must grant pensions of at least 360 francs, unless their statutes provide otherwise (a) to former miners who are already entitled to superannuation for one reason or another; (b) to miners above the age of 60 years who are either still active or have retired from active work without receiving an annuity, provided they were employed in a Belgian coal mine up to the age of 60, or for a period of at least 30 years. Under certain conditions the age limit for underground workers may be reduced to 55.

The provident funds are raised by the contributions made by the employers and, temporarily, by a monthly contribution of 30 centimes by workers who are 30 years of age at least on 1st January, 1912. Apart from this period of transition, the subscriptions by the employer are normally to amount to $1\frac{1}{2}$ per cent. of the total wage (maximum contributions $2\frac{1}{2}$ per cent.). Any contributions exceeding the said maximum of $2\frac{1}{2}$ per cent. are to be borne equally by the State and by the provincial authorities. The administration

of the provident funds must be entrusted to a committee, composed of an equal number of employers and workers. The payment of widows' and orphans' annuities, granted prior to the new Act passing into law, are to be continued; moreover, the widow of any miner who, on 1st January, 1912, was over 21 years of age but less than 60, and who, at the time of his death, was entitled to an annuity, is to receive from the provident funds an annuity of 180 francs, provided that she had been married to the miner for at least 20 years. Miners of foreign extraction are placed on the same footing as Belgian workers, but are only entitled to an annuity if their respective States grant equal privileges to Belgian miners, and, further, on the condition that they have resided in Belgium for the last 10 years.

FRANCE. By §95 of the French Financial Act of 8th April, 1910 (Text E.B. VI., p. 164, No. 2), the minimum pension for male and female workers in the State tobacco factories, of 60 years of age, and with at least 30 years' service is raised to 720 francs and 540 francs respectively. §126 of the same Act (Title E.B. VI., p. 164, No. 14) provides that branch and local railways and tramway undertakings shall submit the rules and regulations of their old-age pension institutions for the approval of the Minister.

§§70, 71, and 72 of the Financial Act of 8th April, 1910 (Title E.B. VI., p. 164, No. 10), secure to registered seamen whose vessels are registered in French Colonies or Protectorates—with the exception of Algeria and Tunis, or which trade on the Senegal, Niger, Ogoué, Fernan, Vaz, Congo, Mekong, the Red River, or on their tributaries—the continuation of their pensions and rights to benefit, in so far as the legally prescribed payment of premiums, is not interrupted. The Act of 14th July, 1908 (Text E.B. III., p. 358, No. 6), is extended by the amending Act of 2nd May, 1910 (Text E.B. VI., p. 165, No. 18), in reference to masters of the Algerian coasting trade, who are placed, for the purposes of the Act, on the same footing as masters certified for Iceland.

ICELAND. A Royal Resolution, dated 13th November, 1901, appointed a Commission for the purpose of investigating poor-law and communal affairs in Iceland. The Commission submitted to the Ministry a draft Bill, drawn up by the magistrate Briem, in regard to the old-age insurance of Icelanders (Lov om det iselandske Folks Pension), at the same time, however, pointing out the necessity of a careful investigation of the actuarial basis of this draft (see Forslag til Lov om almindelig Alderdomsunderstøttelse. Altingstidenden, 1907, A., pp. 299–303). The Government modified the draft considerably, and submitted it to the Althing in the year 1907, and again in the year 1909, in which year, on 9th July, it passed into law. The popular relief funds already in existence are utilised for the purposes of the insurance, and they are reorganised as general old-age relief funds. All persons of either sex, between the ages of 18 and 60 years, are liable to pay contributions (in 1901, about 17,000 men and 19,000 women), except persons receiving poor relief, persons maintaining and supporting necessitous relatives, persons disabled by illness and consequently prevented from earning, convicts, and persons entitled to pensions amounting to at least 150 kronen. The annual contribution for men is 1.50 kr., and for women 0.75 kr. On behalf of each of the insured the State pays a contribution of 0.50 kronen. In each commune two-thirds of the contributions received by the old-age relief funds, half of the State contributions, and half of the interest accumulated is distributed annually amongst deserving necessitous persons. The relief is, in each case, granted for the period of one year, and must not amount to less than 20 kronen nor exceed 200 kronen (Text E.B., VI., p. 174).

LUXEMBURG. The Old-Age and Invalidity Insurance Act of 6th May, 1911 (Text E.B. VI., p. 270 ; Bill introduced 1904 ; First Reading 28th October, 1910 ; Report of the State Council, 27th March, 1911), follows closely the lines of the German Act of 13th July, 1899.

On reaching the age of 16, the following groups are subject to compulsory insurance : (1) workmen, assistants, journeymen, apprentices, and domestic servants ; and (2) employees in industries, offices, etc., technical experts, clerks, etc. The salary of the groups mentioned under (2) must, however, not exceed 3,750 frs. (German Act : 2,500 frs.). By public administrative regulations, the liability to insure may also be extended to employers who employ not more than two workers, and to home-workers. State and municipal officials and employees are exempt from the liability to insure (as in the German Act). At the request of chartered standard gauge railway companies, the Government may exempt from liability to insure employees, foremen, etc. (but not workmen), of the said companies, who are otherwise entitled to a pension or compensation. Voluntary insurance (maximum earnings, 4,500 frs.) is open to employees, foremen, etc., whose salary exceeds 3,750 frs., employers who employ not more than two workers, home workers, persons whose employment is of a temporary nature, or whose remuneration consists in kind, and private teachers.

The deviations from the German Act are most noticeable in the subdivisions respecting the objects of insurance and the calculation of pensions. The old-age pension is payable upon the attainment of the age of 68 (in the Bill, 70 years), while annuities for disablement are payable from the commencement of permanent disablement. The period of waiting which must elapse before a person is entitled to an annuity is not, as in Germany, calculated in weeks, but in working days, so that the period of life which covers the working days is quite immaterial so long as contributions have been paid for at least 80 days during two consecutive years. In regard to invalidity annuities, the period of waiting is 1,350 working days, while 2,700 working days are required to entitle an insured person to an old-age pension. Foreigners, however, must have been insured for 2,700 days, both in regard to disablement annuities and to old-age pensions. But this provision may be annulled for certain boundary districts, by Decree of the Government or in regard to the subjects of States the legislation of which grants to Luxemburg workers equivalent provisions for invalidity or old age. The minimum annuity payable to male workers amounts to 180 francs, after 1,350 working days, provided that the average yearly wages did not exceed 500 francs, while the annuity payable to female workers amounts to 144 francs.

A higher average in regard to wages, and an increased number of working days, entail a corresponding increase in the amount of the annuity, in accordance with the following scale :

(1) *Average wages exceeding 500 francs.*

<i>Grade.</i>	<i>Yearly Average.</i>		<i>Minimum Annuities.</i>	
	<i>Wages.</i>		<i>Men.</i>	<i>Women.</i>
1	501-600	..	180.60	144.60
2	601-700	..	181.50	145.50
3	701-800	..	182.70	146.70
4	801-900	..	184.20	148.20
5	901-1000	..	186.	150.
10	1401-1500	..	199.50	163.50

Grade.	Yearly Average.		Minimum Annuities.	
	Wages.		Men.	Women.
15	1901-2000	..	220'50	184'50
20	2401-2500	..	249'	213'
30	3401-3500	..	328'50	292'50
40	4401-4500	..	438'	402'

(2) *Number of working days exceeding 1,350 :*

(a) in regard to invalidity annuities : 16 centimes for every six days ;

(b) in regard to old-age annuities : 8 centimes for every six days.

Foreigners, should they give up their domicile in the Grand-Duchy, may receive a sum aggregating three years' wages in satisfaction of their claim. Widows of deceased insured persons, who have paid contributions and have not been in receipt of an annuity at the time of their death, receive an annuity amounting altogether to 150 francs, while payments of 200, 250, and 300 francs are paid in regard to one, two, and three or more children respectively. Further provisions relate to medical treatment, the withdrawal and temporary stopping of annuities, and the clashing of claims based upon different titles with reference to insurance and other benefits.

The necessary funds are provided by the State, the communes, the employers, and the insured workers. The contributions by the State comprise (a) one-third of each minimum annuity ; (b) the primary organisation of the Insurance Institution ; (c) half the expenses of the administrative expenses of the Insurance Institution ; (d) half the expenses in connection with the arbitration courts. The communes refund to the State one-third of above-mentioned expenditure. The rest of the expenditure is borne in equal shares by the employers and the insured workers. The contributions are collected by means of contribution lists and not in accordance with the German method of levying contributions, *i.e.*, by purchasing and affixing stamps. The percentage of the total wage, on which the contributions of the employer in regard to accident insurance have been based, is also the standard for the compulsorily insured workers. As regards insured persons who are not subject to accident insurance, the amount is to be ascertained by estimate. The percentage to be levied amounts to 2·1 per cent. for the first five years. A special fund, which it is intended to increase by certain surpluses derived from the Act dated 26th September, 1909, dealing with the taxation of brandy, is to be augmented by a yearly maximum amount of 300,000 francs, for a period extending from 1912 to 1927.

The State Insurance Institution, which is of a public character and under the supervision of the Government, is the organisation through which the insurance is effected.

The Old-Age and Invalidity Institution may be amalgamated with the Accident Insurance Office into one Workmen's Insurance Office. A Decree dated 5th June, 1911 (Text E.B. VI., p. 295, No. 2), contains detailed regulations in regard to the election of the governing bodies of the Insurance Institution.

SPAIN.—In pursuance of the Spanish Act of 27th February, 1908 (Text E.B. IV., p. 354, No. 1), relating to the establishment of a National Insurance Institution, regulations have been issued, relating to business and financial procedure and for the conduct of business in this Institution and these have

received the King's approval by Decrees dated 17th and 20th August, 1910 (Titles E.B. VI., p. 27, Nos. 2 and 4).

In pursuance of a Decree dated 29th September, 1910 (Title E.B. VI., p. 27, No. 6), a sum, to be determined by the Minister, is provided for in the Government Estimates, to serve for the establishment of Old Age Pensions for employees of the Ministry of the Interior, whose salaries amount to less than 1,500 pesetas, without title to pension, and who perform manual labour.

An Order, dated the 5th March, 1910 (Title E.B. VI., p. 310, No. 3), transfers to the National Insurance Institution the examination of a preliminary Bill in regard to the organisation of the following branches of voluntary national insurance: invalidity (including maternity), life, unemployment and State official insurance, in respect of which the Institute of Social Reform has already submitted preliminary reports. It is, moreover, intended to found a national society of insurance actuaries. In conjunction with the Institute of Social Reform, the National Insurance Institution is requested to prepare preliminary Bills in regard to the establishment of labour exchanges, in connection with the unemployment insurance fund, and also in regard to the organisation of employment bureaux. The Institution may also furnish, on its own initiative, propositions relating to insurance legislation. The State subvention granted for this purpose amounts to 20,000 pesetas.

SWITZERLAND.—For some years past several Swiss Cantons have been occupied with plans for a general old age and invalidity insurance to operate within the area of their Cantons. On the suggestion of the Canton of St. Gall, Government representatives from Zurich, Berne, Glarus, Solothurn, Basle Town, Appenzell-A-Rh., Aargau, and St. Gall held a meeting, and agreed upon the following principles:—

(1) The Cantons may and shall introduce a system of old-age and invalidity insurance, or commence by the establishment of a fund.

(2) They shall restrict themselves to old-age and invalidity insurance, and shall not include the insurance of widows and orphans, on account of the expense involved.

(3) The insurance shall be compulsory, at least for the necessitous classes of the population, the object of the insurance being otherwise not attained.

(4) The insurance requires considerable financial support from the State; this, however, is justified by the relief in respect of poor-law which would follow.

(5) Insurance shall not be restricted to the citizens of the Cantons.

(6) In addition to the compulsory insurance, voluntary insurance shall be established for the rest of the population, with special rates, but without State contributions for the individual.

(7) The age at which each insured person shall become entitled to old-age pensions shall be 65. Before that age they shall be entitled to invalidity benefits.

(8) Reservation of contributions for the present shall be dispensed with.

(9) The minimum old-age pension shall amount to 300 frs.

(10) In the case of invalidity insurance, a period of waiting of at least five years is justified.

(11) The organisation and the administrative arrangements shall be simple, and carried out as far as possible in connection with the existing offices of the Cantons and Communes.

The Canton of St. Gall, which since the year 1907 (Motion of Lengweiler and others of 24th May, 1907) has devoted its attention to the question of the introduction of general old age and invalidity insurance, has in the meanwhile commenced by an Act of 1st December, 1909 (Title E.B. VI., p. 227), the financing of such an insurance system by establishing an Insurance Fund. To the Insurance Fund are appropriated: (a) 300,000fr. out of the Canton Aid

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Funds ; (b) 20,000fr. reserves for military accommodation ; (c) one-half of the returns of the yearly collections on the Day of Intercession (Bettag) ; (d) the sums assigned to this purpose in other Acts ; (e) assignments which from time to time are determined by the Grand Council in the discussion of the Budget and on special occasions ; (f) the interest accruing from the fund ; (g) any assignments made by private persons and corporations. For the establishment of the Old Age and Invalidity Insurance Act itself it was decided to await the Federal scheme of sickness and accident insurance.

[See also :—2·00, Servia ; 2·11, Belgium ; 4·0, German Empire.]

PARLIAMENTARY NOTES.

[NOTE.—The French, German, and English editions of the BULLETIN are referred to as F.B., G.B., and E.B., respectively.]

I. German Empire*

(Reichstag, 12th Legislature, 2nd Session, 1910-1911. 22nd November, 1910—5th December, 1911.)

1.—*Insurance of Employees.*

20th May. Government Bill respecting the Insurance of Employees. (Beil. No. 1035).—19th-20th Oct. 1st Reading of the Bill respecting the Insurance of Employees (Beil. No. 1198, 1252; Sten. Prot. 7432A, 7439C).—30th Nov.—2nd Dec. 2nd Reading (Sten. Prot. 8180B, 8211B, 8249D).—5th Dec. 3rd Reading (Sten. Prot. 8332C).

2.—*Labour Councils.* (G.B. IX., p. 177, No. 1.)

5th-7th Dec. 94-96th Sittings. Second debate on the Government Bill respecting Labour Councils (Beil. No. 236, 523; Sten. Prot. 3405C, 3433D, 3470A).

3.—*Remuneration Act.*

27th March. Government Bill to supplement the Remuneration Act for the second time (Beil. No. 890).—29th March. 158th Sitting, 1st and 2nd Readings (Sten. Prot. 5922B).—30th March. 159th Sitting. 3rd Reading. General vote and adoption (Sten. Prot. 5971D).

4.—*Budget Debate.* (Questions of Social Legislation).

9th-14th Dec. 97th-101st Sittings (Sten. Prot. 3503D-3658A). 1st Reading.—13th Feb. to 1st April. 126th-161st Sittings (Sten. Prot. 4591D-6068B). 2nd Reading.—3rd April. 162nd and 163rd Sittings (Sten. Prot. 6130B-6199A). 3rd Reading. General vote and adoption.

5.—*Home Work Act.*

29th Nov. Report of the Commission (Beil. No. 554) on the Home Work Bill (Beil. No. 237).—27th-29th Nov. 210th-212th Sittings. 2nd Reading of the Home Work Bill (Sten. Prot. 8051C, 8079D, 8115D).—5th Dec. 3rd Reading (Beil. No. 237, 554, 1226; Sten. Prot. 8329A).

6.—*Aid Clubs.*

28th Jan. Government Bill to repeal the Aid Clubs Act (Beil. No. 683).—2nd-3rd May. 164th-165th Sittings. 1st Reading (Sten. Prot. 6292A-)

*Sten. Prot. = Shorthand Reports.

Beil. = Appendix to Shorthand Reports.

6297A).—30th Nov. 2nd Reading (Beil. No. 683, 1162; Sten. Prot. 8155D).—5th Dec. 3rd Reading (Sten. Prot. 8332B).

7.—*Dependants' & Invalidity Insurance.*

9th March. Government Bill to amend the Act respecting the Dependants' Fund and the Imperial Invalidity Fund (Beil. No. 813).—21st March. 153rd Sitting. 1st and 2nd Readings (Sten. Prot. 5693D).—22nd March. 154th Sitting. 3rd Reading. General vote and adoption (Sten. Prot. 5732A).

8.—*Increase in Cost of Living.*

22nd Nov. Interpellations by Albrecht and others, and *v. Norman* and others: Increase in cost of living (Beil. No. 538 and 539).—23rd–25th Nov. 84th–86th Sittings. Debate (Sten. Prot. 3063D–3129D)..—23rd–26th Oct. Interpellation by Freiherr *v. Hertling* or Albrecht and others, or Dr. Ablass and others: Increase in cost of living (Beil. No. 1109, 1111, 1118; Sten. Prot. 7492A, 7521C, 7571, 7597D).

9.—*Pension Insurance of Private Employees.*

22nd Nov. Interpellation by Dr. Ablass and others. Bill respecting the Pension Insurance of private employees (Beil. No. 542).—26th Nov. 87th Sitting. Debate (Sten. Prot. 3199B).

10.—*Petitions.* (Matters relating to Social Legislation.)

3rd–4th May. 165th–166th Sittings (Sten. Prot. 6305D–6340B).—4th Dec. 216th Sitting (Sten. Prot. 8282B, 8285B).

11.—*Imperial Insurance Code.* (G.B. IX., p. 178, No. 13.)

5th, 6th, 8th–13th, 15th–20th, 22nd May. 167th–181st Sittings. 2nd Reading (Sten. Prot. 6380C–6984B).—26th, 27th, 29th May. 184th–187th Sittings. Report of the 16th Commission (Beil. No. 946). 3rd Reading. General vote and adoption (Sten. Prot. 7140B–7275B).—Amendments on the 2nd Reading of the Bill (Beil. No. 950, 951, 954, 955, 957–960, 962–977, 979, 980, 982–986, 989–1007, 1009–1011, 1019–1023, 1026, 1027, 1030, 1031, 1033, 1034, 1036). Summary of Amendments (Beil. No. 1037). Amendments on the 3rd Reading of the Bill (Beil. No. 1053, 1057–1059, 1063–1066, 1070, 1071, 1073, 1074, 1078–1084, 1086, 1095, 1096). Summary of Amendments (Beil. No. 1097).

12.—*Imperial Insurance Code.* (Introductory Act.) (G.B. IX., p. 178, No. 13.)

28th Jan. Government Bill to introduce the Imperial Insurance Code (Beil. No. 682).—2nd May. 164th Sitting. 1st Reading (Sten. Prot. 6272A).—24th May. Report of the 16th Commission (Beil. No. 1052).—30th May, 187th Sitting. 2nd Reading (Sten. Prot. 7313D).—Amendments on the 2nd Reading of the Bill (Beil. No. 1056, 1067, 1068, 1071, 1072, 1085, 1098, —1099).—31st May. 189th Sitting. 3rd Reading. General vote and adoption (Sten. Prot. 7358B). Verbal Report of the 16th Commission (Beil. No. 1100). Summary of Amendments (Beil. No. 1101).

13.—*Matches and Fuses Tax Act.*

(a) 13th Dec. Interpellation by Dr. Ablass and others: Repeal of the Act respecting the tax on Matches, Fuses, etc. (Beil. No. 579).—10th–11th Jan. 102nd–103rd Sittings. Debate (Sten. Prot. 3728B, 3764B). (b) Government Bill to amend the Act respecting the Tax on Matches, Fuses, etc. (No.

1049).—26th May. 184th Sitting. 1st and 2nd Readings (Sten. Prot. 7119B).
 —31st May. 189th Sitting. 3rd Reading (Sten. Prot. 7360A).

14.—*Industrial Code*. (G.B. IX., p. 177, No. 5.)

18th Nov. 209th Sitting. 2nd Reading of the Bill to amend §§114*u*, etc., of the Industrial Code (Beil. No. 238, 1048; Sten. Prot. 8005B).—5th Dec. 3rd Reading (Beil. No. 1199; Sten. Prot. 8329D).

II. Argentina*

(Session of Congress, 1910, continued).

1.—*Treaty with Italy respecting Immigration, Nationalisation and Labour*.

C. de D. Motion by Lamas: to be referred to the Commission for Foreign Affairs (657).

2.—*Workmen's Dwellings*.

C. de D. 20th July. Bill introduced by Estrada and others (673).

3.—*Labour Department*.

20th June. Preliminary Bill to organise the National Labour Department (534).

4.—*Immigration*.

8th Nov. Government Bill to promote Immigration and Colonisation.—C. de D. 10th Nov. Debate. Adopted (939).

5.—*Dwellings for State Officials*.

C. de D. Bill introduced by Luro (645).

III. Austria†

(House of Representatives, XXth–XXIst Sessions. November, 1910—December, 1911).

1.—*Budget Debate*. (Questions of Social Legislation).

17th–26th Jan. 82nd–87th Sitzings. Government Bill respecting the State Estimates and the Finance Act for the year 1911 (Beil. 1011). 1st Reading (Sten. Prot. 4786, 4820, 4866, 4918, 4967, 5024).

2.—*Night-Work of Women*. (G.B. IX., p. 178, No. 3; p. 377, No. 10.)

17th Jan. Resolution of the House of Lords. A Bill to prohibit the night-work of women in industrial occupations (Beil. 1098).—25th Jan. Report of the Committee on Social Legislation on the resolution of the House of Lords

* C.deD. = Cámara de Diputados. The figures in brackets denote pages in Vol. IV. of the *Boletín del Departamento Nacional del Trabajo*.

† Sten. Prot. = Shorthand Reports. Beil. = Appendix to Shorthand Reports.

(Beil. 1116).—7th Feb. 88th Sitting. 3rd Reading. Adopted* (Sten. Prot. 5098).

3.—*Employment of Women and Children.*

12th March. Report of the Committee on Social Legislation on the Government Bill to amend and supplement the Act of 21st June, 1884 (R.G.Bl. No. 115), by provisions respecting the employment of women and children in mines (Beil. 1203).—XXIst Session. 23rd Nov. 1st Reading. Referred to the Committee on Social Legislation (Beil. 25 ; Sten. Prot. 1743).

4.—*Industrial Code.*

Government Bill to amend and supplement §74 of the Industrial Code (Beil. 1181).—XXIst Session. 5th Oct. (Beil. No. 529 ; Sten. Prot. 591).—29th Nov., 1st Dec. 1st Reading (Sten. Prot. 1827, 1849).

5.—*Hawking.*

7th–10th Feb. 88th–91st Sittings. Report and Motion of the Industrial Committee on the Government Bill respecting hawking (Beil. 1169). 3rd Reading. Adopted (Sten. Prot. 5093–5235).

6.—*Public Works.*

24th–26th Nov. 66th–68th Sittings (Sten. Prot. 3882, 3925, 3976). Debate on the Report of the Committee on the Increase in Cost of Living respecting the motion relating to public works and the Motion of Gross and Reumann, respecting the creation of a Housing Fund (Beil. 814 and 921).—29th Nov. 69th Sitting (Sten. Prot. 4042). Vote on the resolutions.

7.—*Insurance of Sea Fishers.*

(a) Accident Insurance. 8th March. Government Bill to extend accident insurance to sea shipping and sea fishing (Beil. 1175). XXIst Session. (Beil. 23).—28th Nov. 1st Reading. Referred to the Seamen's Committee (Sten. Prot. 1787).

(b) Sickness Insurance. 8th March. Government Bill to extend sickness insurance to sea shipping and sea fishing, and provision for the sick to persons employed in these occupations (Beil. 1175). XXIst Session. (Beil. 24).—28th Nov. 1st Reading. Referred to the Seamen's Committee (Sten. Prot. 1787).

8.—*Right of Association.*

Government Bill respecting the exercise of the right of Association (Beil. 1179).—XXIst Session. 5th Oct. (Beil. 526 ; Sten. Prot. 590).—28th Nov. 1st Reading. Referred to the Committee on Constitutional Questions (Sten. Prot. 1787).

9.—*Housing.*

24th Nov. Report of the Committee on the Increase in Cost of Living, respecting the creation of a Housing Board and the introduction of housing inspection, respecting the regulation of terms of notice in the case of workmen's dwellings, and respecting the checking of land speculation and expropriation for housing purposes (Beil. 1014).

10.—*Mining Act.*

XXIst Session. 24th Oct. Government Bill to amend the General Mining Act of 23rd May, 1854. (R.G.Bl. No. 146 ; Beil. 746 ; Sten. Prot. 1121.)

* Text E.B. VI., p. 119.

II.—*Social Insurance.*

XXIst Session. 5th Oct. Government Bill respecting Social Insurance (Beil. 530 ; Sten. Prot. 591).—23rd Nov. 1st Reading. Referred to the Committee on Social Insurance (Sten. Prot. 1730).

IV. Belgium*

(December, 1910, to May, 1911).

1.—*Old Age Pensions for Miners.*

Ch. d. R. 8th, 9th, 10th, 16th, 17th, 21st, 22nd, 23rd, 24th, 29th March, 5th, 6th, 7th, 11th, 12th April. Debate on the Bill respecting Old Age Pensions for Miners.—Sen. 24th, 26th, 30th, and 31st May. Debate and adoption.†

2.—*Trade Disputes.*

(a) Ch. d. R. 21st February. Interpellation by MM. Delbeke and Gillès de Pélichy on the lock-out at Ingelmunster.

(b) Ch. d. R. 28th Feb.—1st March. Debate on the Interpellation by M. Mabilie on measures contemplated by the Minister of Industry and Labour to terminate the lock-out of the glass workers at Lessines.

(c) Ch. d. R. 7th–8th Feb. Interpellation by MM. Donney and Dejardine on the miners' strike in the Liège district.

3.—*Mines and Quarries.*

Ch. d. R. 22nd, 23rd and 24th Feb. Debate on the Bill to supplement and amend the Acts of 21st April, 1810, and 2nd May, 1837, respecting mines and quarries.‡

4.—*Diamond Industry.*

Ch. d. R. 8th Dec. Debate and vote on the introduction of M. Verheyen's draft Bill to regulate hours of work, night-work, and apprenticeship in the diamond industry. Referred to a Special Commission.

5.—*Night-work of Women.*

Ch. d. R. 29th March. Bill to prohibit the night-work of women in industrial occupations ; presented by the Minister of Industry and Labour.

6.—*Census of Industry and Commerce.*

Ch. d. R. 2nd Dec. Presentation and vote on a Bill respecting a Census of Industry and Commerce.—Sen. 13th December. Debate and adoption.**

7.—*Home Industries.*

Ch. d. R. 14th Dec. Draft Bill to regulate Home Industries ; presented by M. Cam. Huysmans.—7th Feb. Debate and vote on the introduction. Referred for examination to the Sections.

* Ch.d.R. = Chambre des Représentants.

Sen. = Sénat.

† Text E.B. VI., p. 151, No. 23.

‡ Text E.B. VI., p. 154, No. 24.

** Title E.B. VI., p. 149, No. 15.

8.—*Counsels of Industry and Labour.*

Ch. d. R. 1st Feb. Bill presented to extend until April, 1912. the authority of the members of the Councils of Industry and Labour which would expire in 1911. Referred to a Special Commission.—9th Feb. Presentation by M. Moyerssen of the Report of the Commission.—16th Feb. Debate and adoption.—Sen. 15th March. Debate and vote on the Bill.

V. Chili

(Chamber of Deputies, 1911.)

Industrial Accidents.

6th June, 1911. Industrial Accidents Bill (introduced by Errázuriz). Composition of the Special Committee on Labour Legislation. (Boletín del Departamento Nacional [Argentino] del Trabajo XV., No. 17, 30th June, 1911, p. 450.)

VI. Denmark*

(63rd Regular Session of the Rigsdag, 3rd October, 1910—31st May, 1911.)

I.—*Unemployment.*

(a) Bill respecting maintenance in case of exceptional unemployment (Stauning and others). (A. 2677—C. 201.)

Folketing. 22nd Dec. Introduction (F. 2376).—2nd Feb. 1st Reading (F. 3726). Referred to a Committee.—22nd Feb. Report of the Committee (B. 745).—1st March. 2nd Reading (F. 4878).—3rd—4th March. 3rd Reading (F. 4996 and 5054.)

Landsting. 15th March. 1st Reading (L. 881). Referred to a Committee.—13th May. Report of the Committee (B. 2579).

(b) Bill respecting further support for unemployed persons after benefits have ceased from the Unemployment Funds (Stauning and others). (A. 2681—C. 203.)

Folketing. 20th Dec. Introduction (F. 2376).—2nd Feb. 1st Reading (F. 3795, cf. 3726). Referred to the Committee named under (a).—22nd Feb. Report of the Committee (B. 745).—1st March. 2nd Reading (F. 4886, cf. 4878).—3rd—4th March. 3rd Reading (F. 5050, cf. 5054).

Landsting. 16th March. 1st Reading (L. 917, cf. 881). Referred to the Committee named under (a).—13th May. Report of the Committee (B. 2579).

* Compiled from Fr. Kretz, Aarvog for Rigsdagssamlingen, 1910—1911.

A = Appendix A; B = Appendix B; C = Appendix C; F = Debates of the Folketing; L = Debates of the Landsting. The figures following these letters refer to the numbered columns of these publications.

2.—*Hours of Work.* (G.B. IX., p. 180, No. 3.)

Bill respecting hours of work (Stauning and others). (A. 3661.)

Folketing. 9th March. Introduction (F. 5198).—4th May. 1st Reading (F. 7598). Referred to a Committee.

3.—*Bakehouses.*

Bill respecting work in bakehouses and confectionery businesses (Minister of the Interior). (A. 3891.)

Landsting: 15th March. Introduction (L. 853).—17th March. 1st Reading (L. Sp. 934). Referred to the Committee on the Factory Bill.

4.—*Inspection of Steamers.*

Bill to amend the Act of 13th Feb., 1903, No. 16, respecting the inspection of steamers, etc. (Minister of Commerce and Shipping). (A. 2171—C. 85, 101.)

Landsting: 5th Oct. Introduction (L. 30).—19th Oct. 1st Reading (L. 55). Referred to a Committee.—8th Dec. Report of the Committee (B. 59).—14th Dec. 2nd Reading (L. 214).—14th Dec. 3rd Reading (L. 246).

Folketing: 15th Dec. 1st Reading (F. 2235). Referred to a Committee.—15th Dec. Report of the Committee (B. 77).—16th Dec. 2nd Reading (F. 2274).—17th Dec. 3rd Reading (F. 2200).—3rd Jan. Assent (Lov.-Tid. No. 2.)

5.—*Factory Act.*

Bill respecting work in factories, etc., and the State inspection of the same (Minister of the Interior). (A. 3271.)

Landsting: 8th Feb. Introduction (L. 403).—22nd Feb. 1st Reading (L. 564). Referred to a Committee.—13th May. Report of the Committee (B. 2575.)

6.—*Consumers' Leagues.*

Bill respecting Consumers' Leagues (Minister of the Interior). (A. 4281.)

Landsting: 15th March. Introduction (L. 852).—28th–29th March. 1st Reading (L. 2016). Referred to a Committee.—10th May. Report of the Committee (B. 2551).

7.—*Hotels and Refreshment Rooms.*

Bill respecting hotels and refreshment rooms and the trade in alcoholic drinks (Minister of the Interior). (A. 2009—C. 345.)

Landsting: 4th Oct. Introduction (L. 24).—12th Oct. 1st Reading (L. 42). Referred to a Committee.—1st March. Report of the Committee (B. 813).—8th March. 2nd Reading (L. 757).—15th March. 3rd Reading (L. 868).

Folketing: 23rd March. 1st Reading (F. 6152 and 6387). Referred to a Committee.—10th May. Report of the Committee (B. 2555).

VII. Spain*

(1911 and completion of 1910.)

1.—*Contracts of Work.* (G.B. IX., p. 492, No. 2.)

Government Bill respecting contracts of work: Sen. 16th July, 1910. Re-introduced (No. 14, 3; B.d.I.d.R.S. VII., 1371).

* Congr. = Congreso de Diputados. Sen. = Senado. The numbers refer to the numbers and appendices of the "Diario de las Sesiones de Cortes."

B.d.I.d.R.S. = Boletín del Instituto de Reformas Sociales.

2.—*Cheap Dwellings.* (G.B. IX., p. 492, No. 3.)

Government Bill respecting cheap dwellings : Congr. : 18th May, 1911. Report of the Commission (No. 37, 9 ; B.d.I.d.R.S. VII., 1374).—22nd May, 1911. Adopted (No. 40, 1 ; B.d.I.d.R.S. VII., 1384.)

3.—*Night-work of Women.* (G.B. IX., p. 492, No. 4).

Government Bill respecting the prohibition of the night-work of women in industrial occupations : Sen. 1st Dec., 1910. Introduction of the Bill adopted by Congress (No. 80, 2 ; B.d.I.d.R.S. VII., 1369).—8th May, 1911. Report of the Commission (No. 34, 2 ; B.d.I.d.R.S. VII., 1370).—9th May, 1911. Debate (*Espana Social* II., 251).—19th May, 1911. Amendment moved by Sanz Escartin (No. 37, 6 ; B.d.I.d.R.S. VII., 1371).—24th May, 1911. Report of the Commission (No. 42, 10 ; B.d.I.d.R.S. VII., 1384).

4.—*Industrial Courts.* (G.B. IX., p. 492, No. 5.)

Government Bill to suspend the Act of 19th May, 1908, respecting Industrial Courts, excepting the provisions of the Supplementary Section : Sen. 21st July, 1910. Introduction of the Bill adopted by Congress (No. 14, 5).

5.—*Chambers of Commerce.*

Government Bill respecting the reorganisation of Chambers of Commerce. Congr. 21st Nov., 1910. Introduction (B.d.I.d.R.S. VII., 1077).

6.—*Contracts of Apprenticeship.* (G.B. IX., p. 492, No. 6.)

Government Bill respecting contracts of apprenticeship : Sen. 16th July, 1910. Re-introduced (No. 14, 4 ; B.d.I.d.R.S. VII., 1371).—23rd May, Report of the Commission (No. 41, 1 ; B.d.I.d.R.S. VII., 1371).

7.—*Sitting Accommodation for Women.*

Government Bill respecting the duty to provide sitting accommodation for women employed in shops, stores, and offices : Congr. 23rd March, 1911. Introduction (No. 17, 1 ; B.d.I.d.R.S. VII., 1199).

8.—*Questions and Interpellations on Social Legislation.*

Sen. From 7th Oct., 1910. Summary. (B.d.I.d.R.S. VII., 1262).

VIII. France*

(October, 1910–July, 1911.)

1.—*Industrial Accidents.*

(a) Ch. D. 29th Oct. Draft Bill to amend the Act of 9th April, 1898, respecting industrial accidents ; presented by M. Basly and others. Referred to the Insurance Commission.

(b) Ch. D. 8th Nov. (1) Draft Bill to amend §16 of the Act of 9th April, 1898, respecting industrial accidents (No. 436) ; (2) Draft Bill to amend paragraph (c) of §3 of the Act of 9th April, 1898, respecting the indemnities to which the ascendants of workmen killed by accidents sustained in, or in the course of, their work, are entitled (No. 435) ; presented by M. Ferri de Ludre. Referred to the Insurance Commission.

* Ch.D. = *Chambre des Députés*,

Sen. = *Sénat*.

(c) Ch. D. 18th Nov. Draft Bill to amend §18 of the Act of 9th April, 1898, respecting industrial accidents (No. 482); presented by M. Defontaine and others. Referred to the Insurance Commission.

(d) Ch. D. 24th Nov. 2nd Sitting. Draft Bill to amend §3 of the Act of 9th April, 1898, respecting industrial accidents; presented by M. Defontaine and others. Referred to the Insurance Commission.

(e) Ch. D. 25th Nov. 2nd Sitting. Draft Bill to assure to workmen meeting with industrial accidents the life annuities provided by the pension funds, together with the pensions granted by the Act of 9th April, 1898 (No. 514); presented by M. Bouveri. Referred to the Insurance Commission.

(f) Ch. D. 20th Dec. 2nd Sitting. Draft Bill to entitle lawyers in cases of industrial accidents to the fees fixed by the Scale of 1907 for ordinary affairs; presented by MM. Defontaine, Bender, and Justin Godart (No. 619). Referred to the Insurance Commission.

(g) Ch. D. 20th Jan. 2nd Sitting. Bill to amend §§3 and 15 of the Act of 9th April, 1898, respecting industrial accidents; presented by M. Defontaine and others (No. 688). Referred to the Insurance Commission.

(h) Ch. D. 23rd Jan. 2nd Sitting. Draft Bill to amend and supplement §19 of the Act of 9th April, 1898, as amended by the Act of 31st March, 1905, respecting industrial accidents; presented by M. Durafour (No. 690). Referred to the Judicial Reform Commission.

(i) Ch. D. 7th Feb. 2nd Sitting. Draft Bill to amend §8 of the Act of 9th April, 1898, respecting industrial accidents; presented by M. Leboucq (No. 747). Referred to the Insurance Commission.

(j) Ch. D. 13th Feb. 2nd Sitting. Draft Bill to amend the Act of 9th April, 1898, respecting liability for accidents sustained by workmen in the course of their work; presented by MM. Lebrun and Grandjean (No. 771). Referred to the Insurance Commission.

(k) Ch. D. 16th March. 1st Sitting. Draft Bill to extend and adapt the essential principles of the Act of 9th April, 1898, respecting industrial accidents, to pecuniary compensation for soldiers for accidents and illness arising out of and in the course of military service; presented by M. Ghesquière and others (No. 827). Referred to the Insurance Commission.

(l) Ch. D. 11th April. 1st Sitting. Bill to amend the third paragraph of §4 of the Act of 9th April, 1898, respecting liability for accidents sustained by workmen in the course of their employment; presented by the Minister of Labour. Referred to the Insurance Commission.

(m) Ch. D. 11th April. 1st Sitting. Report respecting the modification of the report of the preceding legislature re-adopted on 17th June, 1910, on M. Basly's Draft Bill (F.B. IX., p. 198, No. 17*b*; p. 534, No. 17) to secure to miners' safety delegates the benefits of the Act of the 9th April, 1898, respecting industrial accidents; presented by M. Ghesquière (No. 938).—23rd June. 1st debate on the Bill. Declaration of Urgency. Adopted.—Sen. 23rd June. 2nd Sitting. Draft Bill adopted by the Chamber of Deputies sent up to the Senate (No. 205). Referred to the Commission on Industrial Accidents.

(n) Ch. D. 3rd July. Draft Bill to amend, as regards medical examination, §17 of the Act of 9th April, 1898, respecting industrial accidents as amended by the Act of 22nd March, 1902; presented by M. Doizy (No. 1106). Referred to the Insurance Commission.

(o) Ch. D. 3rd July. Draft Bill to amend, as regards cases of complete incapacity resulting from industrial accidents, §3, paragraph 2, of the Act of

9th April, 1898, respecting industrial accidents, as amended by the Act of 31st March, 1905; presented by M. Doizy (No. 1104). Referred to the Insurance Commission.

(p) Ch. D. 4th July. Draft Bill to amend, as regards investigations into fatal industrial accidents, §3 of the Act of 9th April, 1898, respecting industrial accidents; presented by M. Doizy (No. 1113). Referred to the Insurance Commission.

(q) Ch. D. 4th July. Draft Bill to amend, as regards the free choice of medical men in case of industrial accidents, §30, paragraph 5, of the Act of 9th April, 1898, respecting industrial accidents; presented by M. Doizy (No. 1114). Referred to the Insurance Commission.

(r) Ch. D. 7th July. Draft Bill to amend, as regards the date of expiry, §18 of the Act of 9th April, 1898, as amended by the Act of 22nd March, 1902; presented by M. de l'Estourbeillon (No. 1141). Referred to the Commission on Judicial Reform.

(s) Ch. D. 11th July. Draft Bill to amend, as regards the jurisdiction of the Justices of the Peace in industrial accidents, §15 of the Act respecting industrial accidents as amended by the Acts of 22nd March, 1902, and 31st March, 1905; presented by M. Doizy. Referred to the Insurance Commission.

2.—*Accidents arising in Domestic Service.*

Ch. D. 7th April. 2nd Sitting. Re-adoption of M. Emile Chauvin's report presented during the preceding legislature on M. Pugliesi-Conti's draft Bill to extend the scope of the legislation respecting industrial accidents to domestic servants of all kinds (No. 927).

3.—*Accidents arising in Forestry.*

Sen. 27th Oct. 2nd debate on the draft Bill adopted by the Chamber of Deputies to extend to Forestry the Act of 9th April, 1898, respecting industrial accidents. Debate adjourned.—22nd Nov. 2nd debate. Debate adjourned. Supplementary report presented by M. Boucher (No. 364).—19th Jan. 2nd debate.—24th Jan. Draft Bill adopted with modifications.

Ch. D. 27th Jan. 2nd Sitting. Draft Bill adopted with modifications by the Senate sent down to the Chamber of Deputies (No. 707). Referred to the Insurance Commission.

4.—*Amnesty.*

Ch. D. 24th March. 2nd Sitting. Draft Bill to grant full and complete amnesty to all persons charged, or condemned, for political offences relating to the press, strikes, or cognate matters, committed up to the present date; presented with a plea of urgency by M. Ernest Roche. Plea of urgency rejected. Referred to the Judicial Reform Commission.

5.—*Apprenticeship.*

Ch. D. 27th Feb. Draft Bill respecting the organisation of apprenticeship by means of continuation classes; presented by M. Gustave Dron. Referred to the Commission on Commerce and Industry.

6.—*Assistance for Large Families.*

Ch. D. 8th April. 2nd Sitting. Draft Bill to grant assistance to large families by the allocation of an annuity for each child under thirteen years after the fourth child; presented by MM. de la Trémoille and Chastenet (No. 932). Referred to the Insurance Commission.

7.—*Obligatory Assistance for the Aged, Infirm, and Incurable.*

(a) Ch. D. 24th Nov. 2nd Sitting. Draft Bill to amend §20 of the Act of 14th July, 1905, respecting obligatory assistance for the aged, infirm, and incurable, and the tables A and B annexed to the said Act; presented by M. Mouchel (No. 504). Referred to the Insurance Commission.

(b) Ch. D. 16th March. 2nd Sitting. Draft Bill to supplement §20 of the Act of 14th July, 1905, respecting assistance for the aged, infirm, and incurable; presented by M. Bonnevey (No. 828). Referred to the Insurance Commission.

(c) Ch. D. 6th July. 2nd Sitting. Report on the draft Bill introduced by M. Bonnevey to supplement §20 of the Act of 14th July, 1905, respecting assistance for the aged, infirm, and incurable (No. 1123); presented by M. Lairolle.

8.—*Family Property not Liable to Seizure.*

Sen. 30th March. (1) Summary report on the draft Bill presented by M. Louis Martin and others to make grants of land to registered seamen and soldiers re-engaged from the Colonial Army, with a view to the constitution of family properties not liable to seizure (No. 98); (2) Summary report on the draft Bill presented by M. Louis Martin respecting various improvements to be introduced in respect of family properties not liable to seizure (No. 99); presented by M. Louis Martin.—7th April. Accepted for consideration.

9.—*Insurance of Seamen against Risks and Accidents.* (F.B. VI., p. 711; No. 49; IX., p. 196, No. 7).

Sen. 21st March. Report on the draft Bill adopted by the Chamber of Deputies to add a paragraph to §9 of the Act of 29th December, 1905, respecting the fund for the insurance of seamen against risks and accidents; presented by M. Boivin-Champeaux (No. 73).—14th April. 1st debate. Declaration of urgency. Adopted.

Ch. D. 6th May. Draft Bill, as adopted by the Chamber of Deputies, and amended by the Senate. Sent back to the Chamber of Deputies (No. 977). Referred to the Naval Commission.—15th June. Report on the Bill, as adopted by the Senate, presented by M. Armez (No. 1037).—22nd June. Declaration of urgency. Adopted.

10.—*Naval Invalidity Fund.*

(a) Ch. D. 17th Nov. Draft Bill to amend the Act of 14th July, 1908, and to extend the half-pay pension to registered seamen who contribute to the invalidity fund and receive no pension from it; presented by M. Ernest Lamy and others (No. 471). Referred to the Naval Commission.

(b) Ch. D. 10th April. 2nd Sitting. Draft Bill respecting the retrospective payment of the pensions payable by the Naval Invalidity Fund, as fixed by the Act of 14th July, 1908; presented by M. Ernest Lamy. Referred to the Naval Commission.

11.—*National Old Age Pensions Fund.*

(a) Ch. D. 9th Nov. Draft Bill to amend paragraphs 1 and 2 of §32 of the Decree of 28th Dec., 1886, to establish public administrative regulations for the working of the Old Age Pensions Fund; presented by M. Bouveri and others (No. 444). Referred to the Insurance Commission.

(b) Ch. D. 2nd Dec. 1st Sitting. Bill to amend §7 of the Act of 20th July, 1886, respecting the National Old-Age Pensions Fund as amended by §61 of the Act of 26th July, 1893; presented by the Minister of Labour (No.

536). Referred to the Insurance Commission.—23rd Dec. 2nd Sitting. Report presented by M. Albert Métin. Declaration of urgency. Adopted.

Sen. 24th Dec. Bill adopted by the Chamber of Deputies, presented by the Minister of Labour.—23rd February. 2nd Sitting. Report presented by M. Audiffred (No. 54).—14th March. 1st debate. Declaration of urgency. Adopted.

(c) Ch. D. 15th June. Bill to amend §2 of the Act of 20th July, 1886, respecting the National Old Age Pensions Fund; presented by the Ministers of Labour and Finance (No. 1043). Referred to the Insurance Commission.

12.—*Cessation of Work on Railways.*

Ch. D. 22nd Dec. 2nd Sitting. Bill to amend §20 of the Act of 15th July, 1845, on the supervision of railways; presented by the Minister of the Interior. Referred to the Commission on Public Works.

13.—*Industrial Code.*

Ch. D. 28th Oct. Report on the Bill adopted by the Senate to codify the industrial laws (Book I. of the Industrial Code); presented by M. Groussier.—9th Dec. 2nd Sitting. 1st debate. Declaration of urgency. Adopted.

14.—*Conciliation and Arbitration.*

(a) Ch. D. 22nd Dec. 2nd Sitting. Bill respecting rules in the public interest concerning railway employees, and respecting the peaceful settlement of collective disputes with regard to the trade interests of the said employees; presented by the Minister of the Interior. Referred to the Labour Commission.

(b) Ch. D. 11th July. Draft Bill to institute a superior disciplinary court for the railway service; presented, with a plea of urgency, by M. Jaures and others. Debate on the plea of urgency. Referred to the Labour Commission.

15.—*Committees of Counsel (Prud'hommes).*

Sen. 31st March. Bill to supplement §62 of the Act of 27th March, 1907; respecting Committees of Counsel; presented by the Ministers of Justice and Labour. Referred to the Commission on Committees of Counsel.

16.—*Agricultural Committees of Counsel.*

Ch. D. 5th Dec. First debate on the draft Bill presented by M. Delpierre to extend to agriculture the Act of 27th March, 1907. Declaration of urgency. Adopted.

Sen. 24th Dec. Draft Bill adopted by the Chamber of Deputies sent up to the Senate.

17.—*Mutual Credit.*

(a) Sen. 17th Nov. Draft Bill respecting the application of mutual credit to workmen, manufacturers, and tradesmen, and also to co-operative societies; presented by M. Jean Codet (No. 359). Referred to the Commission on Parliamentary Initiative.—31st Jan. Summary report presented by M. Vieu (No. 23).—14th February. Draft Bill accepted for consideration.

(b) Ch. D. 6th March. Draft Bill to establish in France, commercial, industrial, and workmen's credit by the system of mutuality; presented by M. Chaulat and others (No. 801). Referred to the Commission on Commerce and Industry.

18.—*Hours of Work in Mines.*

Sen. 27th Oct. First debate on the draft Bill adopted by the Chamber of Deputies to amend the Act of 29th June, 1905, respecting hours of work in mines. Debate adjourned to the next sitting.—22nd Nov. 1st debate. Declaration of urgency. Adopted.

Ch. D. 25th Nov. 2nd Sitting. Draft Bill adopted by the Senate sent down to the Chamber of Deputies (No. 517).

19.—*Technical Education.*

(a) Ch. D. 6th March. Draft Bill to supplement the Act of 28th March, 1882, respecting the organisation of compulsory elementary education ; presented by M. Ferdinand Buisson (No. 798). Referred to the Education Commission.

(b) Ch. D. 30th March. 2nd Sitting. Draft Bill on the organisation of technical education ; presented by M. Siegfried and others (No. 889). Referred to the Commission on Commerce and Industry.

20.—*Dangerous or Unhealthy Trades.*

Sen. 27th Oct. First debate on M. Em. Chautemps' draft Bill to amend the legislation relating to dangerous, unhealthy, and injurious trades. Draft Bill adopted.

21.—*Strikes and Lock-outs.*

(a) Ch. D. 8th Nov. Draft Bill to define the respective rights of employers and workmen in the matter of the right of combination, lock-outs, and strikes ; presented by M. Massabuau. Referred to the Labour Commission.

(b) Ch. D. 21st Nov. Draft Bill to regulate the right to strike ; presented by M. de Villebois-Mareuil (No. 491). Referred to the Labour Commission.

(c) Ch. D. 10th March. 2nd Sitting. Draft Bill to regulate the exercise of the right to strike ; presented by M. Fleury-Ravarin (No. 813). Referred to the Labour Commission.

22.—*Eight Hours Day and Minimum Wage.*

Ch. D. 17th Nov. Draft Bill to institute an eight-hours day and minimum wage for all workmen and work-women and for all employees ; presented by M. Ed. Vaillant and others (No. 469). Referred to the Labour Commission.

23.—*Occupational Diseases.*

Ch. D. 23rd Dec. 2nd Sitting. Report to amend the report presented by M. J. L. Breton in the course of the preceding legislature, and reconsidered on the 9th June, 1910, respecting : (1) the Bill relating to occupational diseases ; (2) the draft Bill presented by M. J. L. Breton to extend to occupational diseases the Act of 9th April, 1898, relating to industrial accidents ; presented by M. Gilbert Laurent.

24.—*Truck System.*

Ch. D. 6th March. Draft Bill to suppress the truck system practised by the dealers known as " fermiers généraux " in agricultural occupations ; presented by M. Charles Dumas (No. 800). Referred to the Labour Commission.

25.—*Ministry of Labour.*

Ch. D. 30th Jan. 2nd Sitting. Draft Bill to attach the departments of assistance and public hygiene in the Ministry of the Interior to the Ministry of Labour ; presented by M. Bussat (No. 714). Referred to the Commission on General Administration.

26.—*Foreign Workmen.*

Ch. D. 8th Nov. Draft Bill respecting the wages of foreign workmen and to prevent the depreciation of working conditions ; presented by M. Jules Coutant (No. 438). Referred to the Labour Commission.

27.—*Profit-Sharing.*

(a) Ch. D. 22nd Dec. 2nd Sitting. Draft Bill to promote the application of the principle of the sharing by employees in the profits of the firms employing them; presented by M. Ballande (No. 633). Referred to the Labour Commission.

(b) Ch. D. 17th Jan. 2nd Sitting. Draft Bill relating to profit-sharing: presented by M. Tournade (No. 676). Referred to the Labour Commission.

28.—*Employment Agencies.*

Sen. 22nd Nov. Draft Bill to regulate employment agencies for persons employed in theatres, circuses, music halls, and other public entertainments: presented by M. Jean Goujon (No. 361).

29.—*Regulation of Work.*

(a) Ch. D. 15th April. 2nd Sitting. Report on the Bill to reduce to ten hours the normal working day of adult workmen in industrial establishments: presented by M. Justin Godart.

(b) Ch. D. 2nd June. Draft Bill to regulate the conditions of work of waiters and employees in cafés, public-houses, and inns; presented by MM. Jousset and Robelin (No. 1007). Referred to the Labour Commission.

30.—*Regulation of Work on Merchant Ships.*

Ch. D. 13th Dec. 2nd Sitting. Supplementary Report on the Bill to amend the Act of 17th April, 1907, concerning the security of the merchant service and the regulation of work on board merchant ships; presented by M. Le Bail (No. 578).

31.—*Regulation of Work in Commercial Establishments.*

Ch. D. 13th Jan. 2nd Sitting. Draft Bill to regulate work in commercial establishments; presented by M. de Mun (No. 668). Referred to the Labour Commission.—15th April. 2nd Sitting. Report presented by M. Justin Godart.

32.—*Regulation of Work of Enginemen.*

Ch. D. 16th Dec. 1st Sitting. Reconsideration of M. Charonnat's report presented during the preceding legislature on M. Charonnat's draft Bill concerning the regulation of the work of enginemen employed in connection with machines and apparatus working at high pressure exceeding five kilos. Referred to the Labour Commission.

33.—*Protection of Women after Confinement.*

Sen. 16th Feb. Second opinion on the draft Bill presented by M. Strauss respecting the protection and assistance of mothers and infants (protection of women after confinement); presented by M. Milliès-Lacroix in the name of the Finance Commission (No. 45).

34.—*Weekly Rest.*

(a) Ch. D. 3rd Nov. Draft Bill to supplement the Act of 13th July, 1906, respecting the weekly day of rest; presented by M. George Berry. Referred to the Labour Commission.

(b) Ch. D. 31st Jan. 2nd Sitting. Draft Bill to supplement §1 of the Act of 13th July, 1906, respecting the weekly day of rest; presented by M. Ballande (No. 719). Referred to the Labour Commission.

(c) Ch. D. 5th April. 2nd Sitting. Draft Bill to supplement the 4th paragraph of §5 of the Act of 13th July, 1906, respecting the weekly day of rest ; presented by M. Raoul Péret (No. 920). Referred to the Labour Commission.

35.—*Pensions for Railway Employees.*

(a) Ch. D. 22nd Dec. 2nd Sitting. Bill to supplement the provisions of the Act of 21st July, 1909, respecting pensions for the staffs of the great railways systems of general importance ; presented by the Minister of the Interior. Referred to the Public Works Commission.—7th Feb. 2nd Sitting. Report presented by M. Lebrun on : (1) the Bill to supplement the provisions of the Act of 21st July, 1909, respecting pensions for the staffs of the great railway systems of general importance ; (2) the draft Bill presented by MM. Pourquery de Boisserin and Auguste Lacour to amend §9 of the Act of 21st July, 1909, respecting the pensions of railway employees (No. 749).—14th March. 2nd Sitting. Opinion presented by M. Henry Cheron in the name of the Budget Commission on : (1) the Bill to supplement the provisions of the Act of 21st July, 1909, respecting pensions for the staffs of the great railway systems of general importance ; (2) the draft Bill presented by MM. Pourquery de Boisserin and Auguste Lacour to amend §9 of the Act of 11th July, 1909, respecting the pensions of railway employees (No. 822).—16th March. 2nd Sitting. First debate on the Bill and draft Bill. Declaration of urgency. Adoption of §1.—20th March. 2nd Sitting. Debate resumed. Adoption of the Bill.

Sen. 21st March. Bill adopted by the Chamber of Deputies presented by the Minister of Public Works (No. 78). Referred to the Commission on Engineers, Stokers, and Railway Employees.—4th April. Opinion presented by M. Strauss (No. 110).—14th April. Opinion presented by M. Aimond in the name of the Finance Commission.

(b) Ch. D. 20th March. 2nd Sitting. Draft resolution presented by MM. Castelin and Leon Perrier, inviting the Government to enquire into : (1) the reduction of the diversity between the age fixed for the pensioning of employees in active services and the so-called sedentary services, and to reduce it to, say, five years ; (2) the extension of the Act respecting pensions for the staffs of secondary companies. Declaration of urgency. Referred to the Public Works Commission.

(c) Ch. D. 12th July. 1st Sitting. Bill respecting pensions for the staffs of secondary and local railways and tramways ; presented by the Minister of Public Works. Referred to the Public Works Commission.

(d) Ch. D. 12th July. 2nd Sitting. Draft Bill respecting the right of railway employees dismissed as a result of the strike of October, 1910, to their pensions ; presented by M. Raoul Briquet and others with a plea of urgency. Debate on the plea of urgency. Referred to the Public Works Commission.

36.—*Workmen's Pensions.*

(a) Ch. D. 27th Oct. Draft Bill to supplement the Act of 5th April, 1910, relating to workmen's pensions as far as concerns the contributions of adherents to mutual aid societies ; presented by M. Paturcau-Mirand and others. Referred to the Insurance Commission.

(b) Ch. D. 21st Nov. Draft Bill to amend §§3 and 18 of the Act of 5th April, 1910, relating to pensions for workmen and peasants ; presented by M. Lairolle (No. 492). Referred to the Insurance Commission.

(c) Ch. D. 23rd Jan. 2nd Sitting. Draft Bill to repeal all the Sections of the Act of the 5th April, 1910, relating to pensions for workmen and peasants

involving or concerning the levy on salaries ; presented, with a plea of urgency, by M. Jules Guesde and others. Plea of urgency rejected. Referred to the Insurance Commission (No. 691).

(d) Ch. D. 21st March. 2nd Sitting. Draft Bill to amend §5 of the Act relating to pensions for workmen and peasants ; presented by M. Goniaux and others (No. 844). Referred to the Insurance Commission.

(e) Ch. D. 7th April. 2nd Sitting. Draft Bill to amend §5 of the Act relating to pensions for workmen and peasants. Presented by M. Goniaux and others (No. 926). Referred to the Insurance Commission.

(f) Ch. D. 14th April. 2nd Sitting. Draft Bill to amend §2 of the Act relating to pensions for workmen and peasants ; presented by M. Goniaux and others. Referred to the Insurance Commission.

(g) Ch. D. 20th May. Draft Bill to increase the pensions payable under the Act of 5th April, 1910, by means of the sums allotted by this Act in the Budget for assistance in old age. Introduced by M. Jean Javal (No. 976). Referred to the Insurance Commission.

(h) Ch. D. 30th May. Draft Bill respecting pensions for workmen and peasants and to exempt entirely small wages from deductions (No. 977): presented by M. Augagneur and others. Referred to the Insurance Commission.

(i) Ch. D. 13th June. Draft Bill to amend §36 of the Act of 5th April, 1910, relating to pensions for workmen and peasants ; presented by M. Nouhaud. Referred to the Insurance Commission.

(j) Ch. D. 29th June. Draft Bill to amend the Act of 5th April, 1910, and to institute a special voluntary system of pension insurance for home workers paid by the piece ; presented by M. Bonnevey (No. 1,085). Referred to the Insurance Commission.

(k) Ch. D. 10th July. 2nd Sitting. Draft Bill to amend the Act of 5th April, 1910, relating to pensions for workmen and peasants by including under voluntary insurance persons employed more or less regularly on piece-work, by the job, or as home workers ; presented by M. Halgouet (No. 1,154). Referred to the Insurance Commission.

(l) Ch. D. 10th July. 2nd Sitting. Draft Bill to amend the Act of 5th April, 1910, relating to pensions for workmen and peasants ; presented by M. Honnorat. Referred to the Insurance Commission.

(m) Ch. D. 10th July. 2nd Sitting. Draft Bill to authorise the Insurance societies coming under the Act of 5th February, 1902, to make use of the provisions of the Act of 5th April, 1910, relating to pensions for workmen and peasants ; presented by M. Puech and others (No. 1,157). Referred to the Insurance Commission.

(n) Ch. D. 11th July. Draft Bill to amend the Acts of 5th April, 1910, relating to pensions for workmen and peasants, and of 14th July, 1905, respecting assistance for the old, infirm, and incurable ; presented by M. Debaune. Referred to the Insurance Commission.

37.—*Sabotage.*

Ch. D. 22nd Dec. 2nd Sitting. Bill to suppress acts of *sabotage* ; presented by the Minister of the Interior. Referred to the Committee of Judicial Reform.

Ch. D. 4th July. Report on the Bill ; presented by M. Lauraine.

38.—*Seizure of the Salaries of Public Officials.*

Ch. D. 28th Nov. Draft Bill to amend the Act of 21st *Ventôse* of the year IX. fixing the portion of the salaries of public officials liable to seizure ; presented by M. Bonnevey (No. 524). Referred to the Labour Commission.

39.—*Minimum Wage.*

Ch. D. 5th Dec. Draft Bill to establish a minimum wage ; presented by M. Paul Cuny (No. 545). Referred to the Labour Commission.

40.—*Relief of Unemployment.*

Ch. D. 25th Oct. Draft Bill to open at the Ministry of the Interior an extraordinary credit of 1,500,000 francs for the purpose of assisting the workmen in the ribbon industry in the districts of Saint Etienne, Montbrison (Loire), and Yssingaux (Haute-Loire) ; presented by MM. Ed. Néron, Arbel, and Boudoint. Referred to the Budget Commission.

41.—*Capitalisation Societies.*

Ch. D. 27th Oct. Draft Bill to amend §1 of the Act of 19th December, 1907, relating to capitalisation societies ; presented by M. d'Iriart d'Etchepare. Referred to the Insurance Commission.

42.—*Savings Societies.*

Ch. D. 23rd Dec. 1st Sitting. Presentation of M. Bonnevey's report on the draft Bill respecting savings societies ; presented by M. Bonnevey and others.

43.—*Mutual Aid Societies.*

Ch. D. 18th Nov. Draft Bill to amend the third paragraph of §21 of the Act of 1st April, 1898, respecting mutual aid societies ; presented by MM. Paul Deschanel, Albert Métin, and Siegfried (No. 489). Referred to the Insurance Commission.—24th Nov. 1st Sitting. Report presented by M. Albert Métin.

44.—*Trade Unions.*

(a) Ch. D. 11th Nov. Draft Bill to amend the Act of 21st March, 1884, respecting trade unions, in order to extend the workmen's right of association and coalition ; presented by M. Ed. Vaillant and others (No. 451). Referred to the Labour Commission.

(b) Ch. D. 6th Dec. 2nd Sitting. Draft Bill to introduce a new Section in the Act of 21st March, 1884, respecting trade unions ; presented by M. Jules Guesde and others (No. 554). Referred to the Labour Commission.

(c) Ch. D. 15th Dec. 2nd Sitting. Draft Bill to supplement and amend the Act of 21st March, 1884, respecting trade unions ; presented by M. Lemire. Referred to the Labour Commission.

(d) Ch. D. 16th Jan. 2nd Sitting. Draft Bill to define the right of trade unions to prosecute for the prevention of fraud, and to supplement §2 of the Act of 5th August, 1908 ; presented by M. de la Trémoille and others. (No. 675.) Referred to the Agricultural Commission.

(e) Ch. D. 30th March. 2nd Sitting. Draft Bill to extend and define the right of trade unions to prosecute for the prevention of fraud ; presented by M. André Lefèvre and others. (No. 891). Referred to the Agricultural Commission.

(f) Sen. 30th March. Draft Bill to amend §2 of the Act of 5th August, 1908, respecting actions taken by trade unions for purposes of repression ; presented by M. Cazeneuve (No. 96). Referred to the Commission on Fraud in the Sale of Merchandise.

(g) Ch. D. 5th April. 2nd Sitting. Draft Bill to define the right of trade unions to prosecute for the prevention of fraud and to supplement §2 of the

Act of 5th August, 1908 ; presented by M. Barthe and others (No. 919). Referred to the Agricultural Commission.

45.—*Night Work in Bakehouses.*

Ch. D. 9th Feb. 2nd Sitting. Report presented by M. Justin Godart to modify the report presented in the course of the preceding legislature and reconsidered on the 9th June, 1910, on M. Justin Godart's draft Bill to prohibit night-work in bakehouses (No. 759).

46.—*Night-Work of Children.*

Ch. D. 16th Dec. 2nd Sitting. Report presented by M. Lemire on M. Lemire's draft Bill to prohibit the night-work of children in continuous processes.—2nd June. First debate on the Bill. Declaration of urgency. Adopted.

Sen. 2nd June. Draft Bill adopted by the Chamber of Deputies sent up to the Senate (No. 183). Referred to the commission on the employment of women and children in industrial occupations.

47.—*Night-Work of Women.*

Sen. 24th Jan. Report presented by M. Tournon on the Bill adopted by the Chamber of Deputies respecting the bringing into force of the International Convention respecting the night-work of women in industrial occupations concluded at Berne (No. 11).

48.—*Employment of Women and Children.*

Sen. 17th Jan. Draft Bill to regulate the employment of women and young persons of eighteen years employed in supervising and selling goods outside bazaars and large shops ; presented by M. Julien Goujon (No. 6). Referred to the Commission on Parliamentary Initiative.—7th Feb. Summary Report presented by M. Louis Martin (No. 30).—14th Feb. Bill adopted for consideration.

49.—*Contracts of Work.*

Ch. D. 29th May. Draft Bill respecting contracts of work having the character of contracts of service and hiring at the same time ; presented by M. Groussier (No. 984). Referred to the Commission on Judicial Reform.

50.—*Rules for Officials* (F.B. IX., p. 536, No. 36).

Ch. D. 12th July. 2nd Sitting. Report presented by M. Maginot on the draft Bill respecting rules for officials and their right of association.

51.—*Mines.*

Ch. D. 11th July. Report presented by M. Ajam on the Bill respecting mines.

52.—*Hygiene and Safety of Workmen.*

Sen. 12th July. 2nd Sitting. Bill to amend §§2, 4, and 6 of the Act of 12th June, 1883, and 11th July, 1903, respecting the hygiene and safety of workmen ; presented by the Minister of Labour.

53.—*International Treaties.*

(a) Ch. D. 8th June. Bill to ratify an agreement concluded between France and Italy on 9th August, 1910, to apply the provision of Art. 1, paragraph (b) of the Treaty signed by France and Italy at Rome on 15th April, 1904, with the object of granting the benefits of social insurance to the subjects of either country working abroad ; presented by the Ministers of Foreign

Affairs, of Public Works, of Labour, and of Finance (No. 1,018). Referred to the Insurance Commission.—10th July. Report presented by M. Lairolle (No. 1,150).

(b) Ch. D. 23rd June. Bill to ratify an agreement concluded between France and Italy on 15th June, 1910, respecting the protection of young French workers employed in Italy and young Italian workers employed in France; presented by the Ministers of Foreign Affairs, of Labour, and of Finance (No. 1,075). Referred to the Labour Commission.—6th July. 2nd Sitting. Report by M. Justin Godart. Presented and read. First debate on the Bill. Declaration of urgency. Adopted.

54.—*Invalidity Insurance.*

Ch. D. 9th June. Draft Bill to institute a system of workmen's invalidity insurance; presented by M. Vaillant and others (No. 1024). Referred to the Insurance Commission.

55.—*Code of Social Legislation.*

Ch. D. 8th June. Draft Bill to codify the laws relating to cheap dwellings, small holdings, and properties not liable to seizure (No. 1,022); presented by M. Lyons de Feuchin. Referred to the Commission on Judicial Reform.

56.—*Preferential Claims to Wages.*

(a) Ch. D. 2nd June. Draft Bill to amend §549 of the Commercial Code (No. 1,008); presented by M. Deloncle and others. Referred to the Commission on Commerce and Industry.

(b) Ch. D. 2nd June. Draft Bill to amend §549 of the Commercial Code, and to ensure a preferential claim to the wages and commission of workmen, assistants, and commercial representatives in case of the bankruptcy of the employer (No. 1,009); presented by M. Raoul Briquet and others. Referred to the Commission on Commerce and Industry.

(c) Ch. D. 19th June. Draft Bill to extend the preferential claims of workmen, employees, and all persons working under a contract of service (No. 1,060); presented by M. de Boury. Referred to the Commission on Commerce and Industry.

(d) Ch. D. 30th June. Draft Bill to amend §549 of the Commercial Code; presented by MM. Henry Foy, Fernand Rabier, and Ternois (No. 1,088). Referred to the Commission on Commerce and Industry.

57.—*Protection of Mothers.*

Ch. D. 22nd June. Report on the draft Bill introduced by MM. Louis Martin and Betoulle to improve and unify the conditions regulating leave of absence on confinement for women in the service of the State and in industrial undertakings; presented by M. Mouchel (No. 1,037).

IX. Great Britain and Ireland*

(Session 1911: January—August.)

1.—*Character Notes.*

Bill to make compulsory the giving of character notes. Mr. Wardle. H.C., 1R., 6th April.

* H.C. = House of Commons; H.L. = House of Lords; R = Reading; Q. = Question.

2.—*Children & Young Persons.*

(a) EMPLOYMENT.

Age limits of children in textile factories in India. Q., Mr. John Ward, H.C., 30th March.

Bill to prohibit street trading by children and young persons. Mr. Whitehouse, H.C., 1R., 9th Feb.

Bill to amend the Employment of Children Act, 1903. The Earl of Shaftesbury, H.L., 1R., 2nd March; 2R., 15th March; Committee, 30th March; Report, 10th May; 3R., 25th May; H.C., 1R., 31st May.

(b) EDUCATION.

Bill to provide for the establishment of compulsory Continuation Schools in England and Wales; and to amend the Education Acts, 1870 to 1902, in respect of the age of compulsory school attendance. Mr. L. G. C. Money, H.C., 1R., 15th Feb.

Bill to amend the provisions of the Education (Administrative Provisions) Act, 1907, and the Education (Provision of Meals) Act, 1906. Mr. Tyson-Wilson, H.C., 1R., 1st March.

Bill to raise the age of exemption from attendance at school. Mr. Walter Rea, H.C., 1R., 2nd March.

Bill to raise the age of exemption from attendance at school to fourteen. Colonel Bathurst, H.C., 1R., 14th March.

Bill to make further provisions with respect to Elementary Education in England and Wales. Mr. Edmund Harvey, H.C., 1R., 12th July.

Bill to make provision for the better administration by the Central and Local Authorities in England and Wales of the Enactments relating to Education. (Government Bill.) Mr. Trevelyan, H.C., 1R., 25th May; 2R., 14th July; Committee, 17th Aug.; Report and 3R., 17th Aug.

Bill to raise the minimum age of exemption from attendance at school. Lord Saye and Sele, H.L., 1R., 15th March; 2R., 4th May.

Bill to raise the age of exemption from attendance at school to fourteen. Lord Willoughby de Broke, H.L., 1R., 27th April; 2R., 4th May.

3.—*Civil Service Estimates* (Home Office.)

Debate, 26th June, 1911.

Mr. A. Henderson on the night-work of young persons, referred to the International Conference of Lugano; also on accidents.

Mr. J. W. Hills on lead-poisoning in the Potteries, recommends an International Agreement.

Mr. A. H. Gill on dust and accidents in textile trades; time-cribbing; particulars clause; and the Workmen's Compensation Act.

Lord Henry Bentinck on fines and deductions, work in underground workrooms, and the employment of children out of school hours.

Mr. Whitehouse on the Employment of Children Act and street trading.

Mr. Albert Smith, on accidents in textile factories.

Mr. John Ward on lead-poisoning.

Mr. Charles Duncan on lead-poisoning and excessive hours of work.

Mr. Wedgwood on the work and position of certifying factory surgeons.

Reply by Mr. Churchill.

4.—*Cotton Cloth Factories.*

Bill to give power to make Regulations with respect to cotton cloth factories. (Government Bill.) Mr. Churchill, H.C., 1R., 24th July; 2R.,

15th Aug. ; Committee, Report and 3R., 16th Aug. H.L., 1R., 17th Aug. ; 2R., Committee, Report and 3R., 18th Aug. Royal Assent, 18th Aug.

5.—*Dangerous & Unhealthy Trades.*

(a) LEAD.

Use of leadless-glazed ware by Government Departments ; H.C., Q.'s., Mr. Steel-Maitland, 30th March. Increase in cases of lead-poisoning ; H.C., Q., Mr. Hills, 4th April. Substitutes for white lead ; H.C., Q., Mr. Ramsay MacDonald, 3rd July.

(b) BRONZING.

Proposed Regulations dealing with bronzing in factories ; H.C., Q., Mr. Steel-Maitland, 8th March.

6.—*Factory & Workshop Act.*

Breaches of the Factory Act ; H.C., Q., Mr. L. G. C. Money, 27th March. Illegal overtime ; breaches of the Factory Act ; H.C., Q.'s, Mr. L. G. C. Money, 6th, 16th and 28th March.

Illegal Employment ; H.C., Q., Mr. L. G. C. Money, 9th May.

Women Factory Inspectors ; appointment of additional lady inspectors ; H.C., Q., Mr. Hills, 17th May.

7.—*Hours of Work.*

Bill to restrict the overtime worked in factories within certain limits. Mr. Theodore Taylor, H.C., 1R., 6th April.

Bill to amend the Factory and Workshop Act, 1901, by making provision for reducing the number of hours of employment in cotton factories to 48 per week. Mr. Gill, H.C., 1R., 17th May.

Bill to provide for the establishment of a working day of eight hours for certain grades employed on railways. Mr. Hudson, H.C., 1R., 12th July.

Bill to regulate railway offices and the hours of labour therein. Mr. Wardle, H.C., 17th Aug.

8.—*Insurance.*

Bill to amend the Shop Clubs Act, 1902. Mr. William Thorne. H.C., 1R., 16th Feb.

Bill to provide for insurance against loss of health and for the prevention and cure of sickness and for insurance against unemployment. (Government Bill.) Mr. Lloyd George, H.C., 1R., 4th May ; 2R., 24th May, 25th May, 29th May ; Committee, 6th July, 7th July, 10th July, 11th July, 12th July, 17th July, 18th July, 19th July, 31st July, 1st Aug., 2nd Aug., 4th Aug.

9.—*King's Speech.* (6th Feb., 1911.)

"Measures will be presented to you for carrying out and extending the policy initiated in previous Parliaments, by securing the permanent provision of Old Age Pensions to persons previously disqualified by reason of the receipt of poor relief, and by providing for the insurance of the industrial population against sickness and invalidity, and for the insurance against unemployment of those engaged in trades specially liable to it."

Debate on the Address. Motion to add at the end of the Address :

"But humbly regret that no promise has been made of a Bill establishing the right to work by placing upon the State the responsibility of directly providing employment or maintenance for the genuine unemployed." Mr. O'Grady, H.C., 10th Feb. Motion rejected.

10.—*Labour Disputes.*

Number of disputes and persons effected; H.C., Q.'s, Mr. Needham and Mr. Field. 8th Aug.

Bill to deal with Labour disputes. H.C., Mr. Crooks. IR., 17th Aug.

11.—*Merchant Shipping.*

Bill to remove certain doubts as to the true interpretation of the Merchant Shipping Acts, 1894 to 1906, in respect of the payment of seamen's allotment notes. Mr. Holt, H.C., IR., 16th Feb.; 2R., 2nd March; referred to a Standing Committee; Report, 21st March; 3R., 30th June.: H.L., IR., 3rd July; 2R., 6th July; Committee and Report, 10th July; 3R., 11th July; Royal Assent, 18th Aug.

Bill to enlarge the remedies of persons having claims for work done in connection with the stowing of cargo or the trimming of coal on board ships. (Government Bill.) Mr. Sydney Buxton, H.C., IR., 12th April.

Bill to enlarge the remedies of persons having claims for work done in connection with the stowing or discharging of ships' cargoes or the trimming of coal on board ships. (Government Bill.) Mr. Sydney Buxton, H.C., IR., 2nd June; 2R., 27th June; Committee, Report and 3R., 12th July: H.L., IR., 13th July.

12.—*Mines.*

Bill to amend the Law relating to winding machinery and boilers under the Coal Mines Regulation Act, 1887. Mr. James Haslam, H.C., IR., 8th March.

Bill to consolidate and amend the Law relating to Coal Mines and other Mines. (Government Bill.) Mr. Churchill, H.C., IR., 15th March; 2R., 17th March; referred to a Standing Committee; Report, 9th Aug.

13.—*Night Work.*

Bill to regulate night employment and to prohibit week-end employment in certain factories and workshops. Mr. Jowett, H.C., IR., 2nd March.

Proposed exemption from prohibition of night-work for young persons in artificial silk works. H.C.: Q.'s., Mr. Hills, Mr. Ponsonby, Mr. T. E. Harvey, Mr. Arthur Henderson, 15th May.

Motion moved by Mr. Arthur Henderson: "That a humble Address be presented to His Majesty, praying His Majesty to withhold his Assent to the Order dated the 10th day of April, 1911, made by the Secretary of State for the Home Department, in pursuance of §54, Sub-section (4), of the Factory and Workshop Act, 1901, extending the Special Exception by which a male young person may be employed during the night to male young persons of the age of sixteen years and upwards employed in the process of making artificial silk fibre carried on in non-textile factories." H.C., 24th May.—Speeches by: Mr. Bowerman, Mr. Summers, Mr. Hills, Mr. T. E. Harvey, Mr. Steel-Maitland, Mr. Gill.—Mr. Masterman (on behalf of the Government) promised that the whole question of night-work exemptions should be considered.

14.—*Old Age Pensions.*

Bill to amend the Old Age Pensions Act. Captain Jessel. H.C., IR., 9th Feb.

Bill to amend the Law relating to Old Age Pensions. Mr. L. G. C. Money. H.C., IR., 20th Feb.; 2R., 19th May.

Bill to amend the Old Age Pensions Act, 1908 (Government Bill). Mr. Hobhouse. H.C., IR., 15th June; 2R., 19th June; Referred to a Standing

Committee ; Report, 26th July ; 3R., 7th Aug. ; H.L. 1R., 8th Aug. ; 2R., 10th Aug. ; Committee, 15th Aug. ; Report, 16th Aug. ; 3R., 17th Aug. ; Royal Assent, 18th Aug.

15.—*Pawning Tools.*

Bill to amend the Law relating to the pawning of tools, implements, instruments, or appliances used in connection with any manual trade or handicraft. Mr. Tyson-Wilson, H.C., 1R., 21st March.

16.—*Poor Law.*

Bill to provide for the more effectual prevention of destitution and the better organisation of public assistance. Sir Robert Price, H.C., 1R., 30th March.

Bill to provide for the amendment and better administration of the Law relating to the poor of London. Mr. Alexander Thynne. H.C., 1R., 17th May.

17.—*Shops & Offices.*

Bill to consolidate, amend, and extend the Shops Regulation Acts, 1892 to 1904. (Government Bill.) Mr. Churchill, H.C., 1R., 6th March ; 2R., 31st March ; referred to a Standing Committee ; Report, 20th July.

Bill to provide that the provisions of the Factory and Workshop Act, 1901, relating to the health and protection of persons employed in factories and workshops shall extend and apply to persons employed as clerks in offices. Mr. Bowerman, H.C., 1R., 27th April.

18.—*Sunday or Weekly Rest ; Holidays.*

Bill to facilitate the grant to members of the Constabulary in Scotland of one day's rest off duty in every seven. Mr. Remnant, H.C., 1R., 9th Feb.

Bill to provide for the regulation and control of Sunday trading and of refreshment houses and places of public resort in Scotland. Mr. Robert Harcourt. H.C., 1R., 4th April.

Bill to secure for every clerk employed by a railway company Sunday rest or a free and uninterrupted rest day of twenty-four hours in each week. Mr. Goulding, H.C., 1R., 4th April.

19.—*Trade Unions.*

Bill to legalise political action by Trade Unions. Mr. Leach, H.C., 1R., 16th Feb.

Bill to amend the Law relating to Trade Unions. Mr. Crawshay-Williams, 1R., 23rd Feb.

Bill to amend the provisions of the Trade Union Act, 1876, in relation to the amalgamation of Trade Unions. Mr. O'Grady, H.C., 1R., 13th March.

Bill to amend the Law with respect to the objects and powers of Trade Unions. (Government Bill.) Mr. Churchill, H.C., 1R., 24th May ; 2R., 30th May.

20.—*Unemployment ; Labour Exchanges.*

Establishment of Advisory Committees in connection with Labour Exchanges. Q., Mr. Tyson-Wilson, H.C., 9th Feb.

Bill to establish a Minister of Labour to make provision for the prevention and treatment of unemployment and for other purposes connected therewith. Mr. Robert Harcourt, H.C., 1R., 15th Feb.

Bill to secure that the Labour Exchanges established in pursuance of the Labour Exchanges Act, 1909, shall not provide an additional incentive to aliens to enter the United Kingdom. Mr. George Gibbs, H.C., 1R., 22nd Feb.

Bill to make provision for work or maintenance being given to the unemployed. Mr. Keir Hardie, H.C., 1R., 10th May.

21.—*Wages.*

(a) REGULATION AND PROTECTION OF WAGES.

Bill to provide for the payment of workmen's wages at intervals of not more than fourteen days, and for delivery to workmen of particulars showing how such wages are calculated. Mr. Ellis Davies, H.C., 1R., 29th March.

(b) TRADE BOARDS.

Proposed extension of Trade Boards Act. Q., Mr. Devlin, H.C., 21st February.

Proposed investigations with a view to extension of Trade Boards Act. Q., Mr. L. G. C. Money, H.C., 14th March.

Results of Trade Boards Act. Q., Mr. Devlin, H.C., 22nd March.

Proposed extension of Trade Boards Act. Q., Mr. Fell, H.C., 10th May.

(c) FINES AND DEDUCTIONS.

Bill to make it illegal for any employer in a cotton factory to impose a fine on a workman for alleged spoiled work or for any other cause. Mr. Albert Smith, H.C., 1R., 30th May.

(d) SWEATING.

Bill to prevent the importation from foreign countries of goods manufactured under sweated conditions. Mr. Remnant, H.C., 1R., 9th Feb.; 2R., 12th May.

22.—*Workmen's Compensation.*

Bill to bring share fishermen within the scope of the Workmen's Compensation Act, 1906. Sir George Doughty, H.C., 1R., 26th April.

Bill to amend the Workmen's Compensation Act, 1906. Mr. Hodge, H.C., 1R., 19th July.

IXa. British Colonies

1. COMMONWEALTH OF AUSTRALIA.*

4TH PARLIAMENT.

(1st Session, 1st July to 25th November, 1910. (Parliamentary Debates, Session 1910, Nos. 1-44.)

1.—*Australian Industries Preservation Bills.*

(a) 1909 (G.B. IX., p. 191, No. 7). Assent reported: Sen., 1st July (11).

(b) H.R. 6th Oct., 1st Reading (4231).—11th Nov., 2nd Reading. Committee, and 3rd Reading (6038, 6043, 6055, 6058).

Sen. 15th Nov., 1st Reading (6068).—15th, 16th, 17th Nov., 2nd Reading, Committee, and 3rd Reading (6095, 6195, 6202, 6272).

Discussion of clauses on which the two Houses are not agreed: H.R., 17th Nov. (6358).—Sen., 17th Nov. (6300).

* Sen. = Senate. H.R. = House of Representatives. The numbers in brackets refer to pages of the Parliamentary Debates.

Assent reported : H.R., 25th Nov. (6881).—Sen., 25th Nov. (6844).

2.—*Conciliation & Arbitration Bills.*

(a) 1909 (G.B. IX., p. 191, No. 3). Assent reported : Sen., 1st July (11).

(b) Bill to amend the Commonwealth Acts, 1904–1909.

H.R., 26th July, 1st Reading (689).—27th, 29th July. 2nd, 3rd, 4th, 5th, 9th, 10th Aug., 2nd Reading, Committee, and 3rd Reading (744, 752, 839, 882, 889, 971, 1055, 1139, 1191, 1225, 1286, 1335, 1336, 1373).

Sen. 10th Aug., 1st Reading (1382).—12th, 17th, 18th, 19th Aug., 2nd Reading, Committee, and 3rd Reading (1472, 1593, 1672, 1709, 1746, 1798, 1800, 1812).

Discussion of clauses on which the two Houses are not agreed : H.R. 19th, 23rd Aug. (1844, 1895).

Sen. 24th Aug. (1903–1904, 1906).—H.R., 24th Aug. (2017).

Assent reported : H.R. 31st Aug. (2360).—Sen. 31st Aug. (2245).

3.—*Constitution Alteration.*

(a) Legislative Powers Bill.

H.R. 29th Sept. 1st Reading (3951, 3952).—18th, 19th, 20th, 21st Oct. 2nd Reading. Amendment by Mr. T. Cook to omit all words after "That," with a view to insert in lieu thereof the words : "in the opinion of this House the industrial provisions of the Constitution should not be altered except to regulate the conditions of employment in all industries that are federal in operation or which cannot be effectually regulated by any one State ; further, enabling the Inter-State Commission to prevent and remove unfair competition between the same industries carried on in different States" ; negatived (4696, 4801, 4912, 5014, 5035, 5037).—26th, 27th Oct. Committee (5185, 5294, 5356).—28th Oct. 3rd Reading (5395, 5413).

Sen. 28th Oct. 1st Reading (5384).—4th Nov. 2nd Reading and Committee (5664, 5668, 5671).—16th Nov. 3rd Reading (6170, 6184).

H.R. 16th Nov. Bill received from Sen., without amendment (6262)

(b) Monopolies Bill.

H.R. 5th Oct. 1st Reading (4119).—18th Oct., 2nd Nov., 2nd Reading and Committee (4715, 5485, 5534, 5551).—3rd Nov. 3rd Reading (5614).

Sen. 3rd Nov. 1st Reading (5551).—4th Nov. 2nd Reading and Committee (5671, 5672).—16th Nov. 3rd Reading (6184).

H.R. 16th Nov. Bill received from Sen. without amendment (6262).

4.—*Emigration Bill.*

H.R. 9th Nov. 1st Reading (5834).—10th Nov. 2nd Reading, Committee, and 3rd Reading (5991, 5993, 5998, 5999, 6006).

Sen. 11th Nov. 1st Reading (6013).—15th Nov. 2nd Reading, Committee, and 3rd Reading (6068, 6069, 6084).

Discussion of clauses on which the two Houses are not agreed : H.R. 16th Nov. (6207).—Sen. 16th Nov. (6170).

Assent reported : H.R. 25th Nov. (6881).—Sen. 25th Nov. (6844).

5.—*Immigration Restriction Bill.*

H.R. 1st July. 1st Reading (34).—27th July. 2nd Reading, Committee, and 3rd Reading (777, 779, 784).

Sen. 3rd Aug. 1st Reading (960).—1st Sept. 2nd Reading, Committee, and 3rd Reading (2379, 2380, 2386, 2387, 2470).

H.R. 2nd Sept. Bill received from Sen. without amendment (2527).
Assent reported : H.R. 20th Sept. (3383)—Sen. 20th Sept. (3340).

6.—*Invalid & Old Age Pensions.*

(a) Bill to amend §24 of the Act of 1908* (G.B. IX., p. 191, No. 2).

Assent reported : Sen. 1st July (11).

(b) Old Age Pensions Appropriation Bill.

H.R. 26th, 27th July. Message of the Governor-General. 1st Reading (685, 734, 735).—28th July. 2nd Reading, Committee, and 3rd Reading (837).

Sen. 3rd Aug. 1st Reading (960).—4th Aug. 2nd Reading and Committee (1069, 1070, 1076).—5th Aug. 3rd Reading (1167).

H.R. 5th Aug. Bill received from Sen. without amendment (1225).

Assent reported : H.R. 12th Aug. (1530).—Sen. 12th Aug. (1501).

7.—*Seamen's Compensation Bill* (G.B. IX., p. 192, No. 9).

Assent reported : Sen. 1st July (11).

8.—*Shale Oils Bounties Bill.*

H.R. 3rd, 4th Nov. Message of the Governor-General. 1st Reading. 2nd Reading, Committee, and 3rd Reading (5642, 5643, 5648, 5684, 5695, 5698).

Sen. 8th Nov. 1st Reading, 2nd Reading, Committee, and 3rd Reading (5702, 5703, 5705, 5723, 5735, 5737).

Discussion of clauses on which the two Houses are not agreed : H.R. 8th Nov. (5784).—Sen. 9th Nov. (5786).

Assent reported : H.R. 17th Nov. (6358).—Sen. 17th Nov. (6295).

9.—*Sugar Bounty Bill.*

(a) H.R. 12th, 13th July. Message of the Governor-General. 1st Reading (236, 380, 381).—26th July. Bill withdrawn (729).

(b) (No. 2) H.R. 28th July, 2nd Aug. Message of the Governor-General. 1st Reading (785, 876, 880, 882).—10th, 26th Aug., 21st Sept., 6th, 11th Oct. 2nd Reading, Committee, and 3rd Reading (1375, 1377, 2170, 3527, 4256, 4342, 4360, 4377).

Sen. 12th Oct. 1st Reading (4388).—13th, 14th, 18th Oct. 2nd Reading and Committee (4496, 4602, 4656, 4687, 4693).—19th Oct. 3rd Reading (4757).

H.R. 19th Oct. Bill received from Sen. without amendment (4862).

Assent reported : H.R. 1st Nov. (5415).—Sen. 2nd Nov. (5438).

2. NEW SOUTH WALES.†

21ST PARLIAMENT.

14th June to 20th August, 1910. Session 1910. (Parliamentary Debates, Session 1910, Nos. 1-10.)

22ND PARLIAMENT.

15th November to 22nd December, 1910. 2nd Session, 1910.

(Parliamentary Debates, 2nd Session, 1910, Nos. 1-6.)

I.—*Clerks' Minimum Wage Bill.*

L.A. 3rd Aug. Motion to introduce a Bill to constitute a tribunal to

* Text E.B. III., p. 245.

† L.C. = Legislative Council. L.A. = Legislative Assembly. The numbers in brackets refer to pages of the Parliamentary Debates. The first Session of 1910 is denoted by I., the second by II.

fix a minimum wage for persons engaged in clerical work (I., 1346).—11th Aug. 1st Reading (I., 1604).—15th Aug. 2nd Reading and Committee (I., 1651).—16th Aug. 3rd Reading (I., 1794, 1799).

L.C. 17th Aug. 1st, and 2nd Reading and Committee (I., 1966).—18th Aug. Committee and 3rd Reading (I., 1982, 2003).

Discussion of clauses on which the two Houses are not agreed: L.A. 18th Aug. (I., 1934, 1941).

Royal Assent. L.A. 16th Nov. (II., 24).—L.C. 16th Nov. (II., 10).
2.—*Coal & Shale Mines Bills.* (G.B. IX., p. 193, No. 4.)

(a) L.A. 12th July. Motion (Edden) to re-introduce the Coal and Shale Mines (Hours Regulation) Bill (I., 745).—15th Dec. Motion (Edden) to consider the expediency of bringing in a Bill to amend the Coal Mines Regulation Act, 1902 (II., 1118).

(b) L.A. 19th Dec. Motion (Edden) to bring in a Bill to amend the Coal Mines Regulation Act, 1902. 1st Reading (II., 1161).—20th Dec. 2nd Reading, Committee, and 3rd Reading (II., 1263).

L.C. 20th Dec. 1st Reading (II., 1221).—21st Dec., 2nd Reading and Committee (II., 1322).

Discussion of clauses on which the two Houses are not agreed. L.A. 21st Dec. (II., 1445, 1452).

L.C. 22nd Dec. Committee (II., 1479).—3rd Reading (II., 1487).

3.—*Early Closing Amendment Bills.*

(a) L.A. 28th June. Motion (Stuart-Robertson) to introduce a Bill to amend the Early Closing Act (I., 489).—5th July. Negatived (I., 621).

(b) L.A. 30th Nov. Motion (Holman) to introduce a Bill to amend the Early Closing Acts and the Saturday Half-holiday Act, 1910 (II., 514).—1st Dec. 1st Reading (II., 564).—7th Dec. 2nd Reading and Committee (II., 651).—13th Dec. 3rd Reading (II., 781).

L.C. 14th Dec. 1st and 2nd Reading (II., 881).—15th Dec. Committee and 3rd Reading (II., 968, 973).

Discussion of clauses on which the two Houses are not agreed: L.A. 15th, 20th Dec. (II., 1006, 1267).

Royal Assent: L.C. 21st Dec. (II., 1310).—L.A. 21st Dec. (II., 1342).

4.—*Factories & Shops Amendment Bill* (G.B. IX., p. 192, No. 2.)

Royal Assent: L.A. 14th June (I., 31).—L.C. 14th June (I., 5.)

5.—*Industrial Disputes Amendment Bills.* (G.B. IX., p. 192, No. 3.)

(a) Royal Assent: L.A. 14th June (I., 31).—L.C. 14th June (I., 5.)

(b) L.A. 28th, 29th June. Motion (Wade) to bring in a Bill to amend the Industrial Disputes Act, 1908, the Industrial Disputes (Amendment) Act, 1908, and the Industrial Disputes (Amendment) Act, 1909 (I., 490). 1st Reading (I., 530).—13th, 14th, 20th July. 2nd Reading and Committee (I., 780, 860, 962).—21st July. 3rd Reading (I., 1015).

L.C. 21st July. 1st Reading (I., 991).—27th, 28th July. 2nd Reading and Committee (I., 1101, 1211).—3rd Aug. 3rd Reading (I., 1313).

Discussion of clauses on which the two Houses are not agreed: L.A. 3rd, 4th Aug. (I., 1389, 1418).

Royal Assent: L.A. 9th Aug. (I., 1442).—L.C. 10th Aug. (1489).

(c) L.A. Motion (Holman) with regard to a supplement to the Industrial Disputes Act, No. 3, 1908, Schedule I. (II., 1120).—20th Dec. Motion

(Beeby) with regard to a supplement to the same Act. Adopted (II., 1268).
 L.C. 21st Dec. Report of the L.A. In Committee. Adopted (II., 1312).

6.—*Miners' Accident Relief Amendment Bill.*

L.A. 16th Aug. Motion (Wood) to introduce a Bill to amend the Miners' Accident Relief Act, 1900, and the Miners' Accident Relief Amendment Act, 1901 (I., 1901). 1st Reading (I., 1935).—19th Aug. 2nd Reading. Committee, and 3rd Reading (I., 2043).

L.C. 19th Aug. 1st, 2nd, and 3rd Reading (I., 2021).

Discussion of clauses on which the two Houses are not agreed: L.C. 19th Aug. (I., 2021).—L.A. 19th Aug. (I., 2049).

Royal Assent: L.A. 16th Nov. (II., 24).—L.C. 16th Nov. (II., 10).

7.—*Railway Service Superannuation Bill.*

L.A. 27th July. Motion (Wade) to consider the expediency of bringing in a Bill to provide superannuation allowances and gratuities for persons employed in the railway and tramway services (I., 1113).—28th July. 1st Reading (I., 1247).—9th Aug. 2nd Reading and Committee (I., 1454).—10th Aug. 3rd Reading (I., 1510).

L.C. 10th Aug. 1st Reading (I., 1504).—16th Aug. 2nd Reading. Committee, and 3rd Reading (I., 1717).

Discussion of clauses on which the two Houses are not agreed: L.A. 16th Aug. (I., 1875, 1942).

Royal Assent: L.A. 16th Nov. (II., 24).—L.C. 16th Nov. (II., 10).

8.—*Saturday Half-Holiday Bill.*

(a) L.A. 23rd, 28th June. Motion (Wade) to consider the expediency of bringing in a Bill to provide a Saturday Half-holiday every Saturday in shops, and to amend the law with regard to the early closing of shops (I., 460, 490).—29th June. Committee (I., 530).—30th June. 1st Reading (I., 538).—26th July. 2nd Reading and Committee (I., 1045).—27th July. 3rd Reading (I., 1200).

L.C. 28th July. 1st Reading (I., 1207).—10th Aug. 2nd Reading and Committee (I., 1489).—11th Aug. 3rd Reading (I., 1563).

Discussion of clauses on which the two Houses are not agreed: L.A. 11th, 16th Aug. (I., 1578, 1949).

Royal Assent: L.A. 16th Nov. (II., 24).—L.C. 16th Nov. (II., 10).

(b) L.A. 21st Dec. Motion (Beeby). Adopted (II., 1439).

L.C. 22nd Dec. Report of the L.A. on the Motion. Adopted (II., 1489).

9.—*Workmen's Compensation Bill.*

L.A. 28th June. Motion (Wade) to introduce a Bill to amend the law with respect to compensation to workmen for injuries sustained in the course of their employment (I., 489).—29th June. Committee (I., 532).—13th July. 1st Reading (I., 753).—2nd and 3rd Aug. 2nd Reading and Committee (I., 1276, 1346).—4th Aug. 3rd Reading (I., 1419).

L.C. 4th Aug. 1st Reading (I., 1398).—10th Aug. 2nd Reading and Committee (I., 1492).—11th Aug. 3rd Reading (I., 1563).

Royal Assent: L.A. 16th Aug. (I., 1951).—L.C. 19th Aug. (I., 2007).

3. VICTORIA.*

22ND PARLIAMENT.

3rd Session, from 6th July to 23rd December, 1910. (Parliamentary Debates, Session 1910, Nos. 1-27.)

1.—*Arbitration Law Amendment Bill.*

L.A. 27th July. Introduced by Mr. Mackey. 1st Reading (365).—15th Sept. 2nd Reading (1208).—6th Oct. 2nd Reading, Committee, and 3rd Reading (1556).

L.C. 11th Oct. 1st Reading (1576).—16th Nov. 2nd Reading and Committee (2286).—17th Nov. 3rd Reading (2369).

Discussion of clauses on which the two Houses are not agreed : L.A. 22nd Nov. (2446).

2.—*Factories & Shops.*

(a) Factories and Shops Acts Further Amendment Bill.

L.A. 5th Oct. Introduced. 1st Reading (1514).—6th Oct. 2nd Reading (1561).—17th Nov. Debate resumed. 2nd Reading and Committee (2389).—22nd, 23rd, 29th, 30th Nov., 1st, 6th Dec. Committee (2447, 2467, 2513, 2637, 2717, 2792, 2851, 2964).—7th, 8th Dec. 3rd Reading (3055, 3090).

L.C. 13th Dec. 1st Reading (3188).—15th Dec. 2nd Reading (3309).—20th Dec. Debate resumed. 2nd Reading and Committee (3470).—21st Dec. Committee and 3rd Reading (3650).

Discussion of clauses on which the two Houses are not agreed : L.A. 22nd Dec. (3759).—L.C. 22nd Dec. (3702).—23rd Dec. (3808).—L.A. 23rd Dec. (3854).

(b) Factories and Shops Acts Further Amendment (Apprentices and Improvers) Bill.

L.A. 10th Aug. Introduced. 1st Reading (555).—27th Sept. 2nd and 3rd Reading (1387).

L.C. 28th Sept. 1st Reading (1389).—11th Oct. 2nd Reading (1576, 1598).—15th Nov. Debate resumed. 2nd Reading and Committee (2220).—16th Nov. 3rd Reading (2287).

Discussion of clauses on which the two Houses are not agreed : L.A. 17th Nov. (2416) ; 15th Dec (3327) ; 19th Dec. (3411).—L.C. 22nd Dec. (3691).—L.A. 22nd Dec. (3758).

(c) Factories and Shops Law Amendment Bill (Tramway Employees).

L.A. 27th July. Introduced by Mr. Hannah. 1st Reading (364).

(d) Factories and Shops Acts Further Amendment (Special Boards) Bill.

L.A. 8th Sept. Introduced. 1st Reading (1081).—4th Oct. 2nd Reading, Committee, and 3rd Reading (1483).

L.C. 4th Oct. 1st Reading (1478).—11th Oct. 2nd Reading ; Amendment moved by Mr. Abbott : " That the Bill be read a second time this day six months." Amendment carried (1597).

3.—*Industrial Associations Amendment Bill (Provident Societies).*

L.C. 27th July. Introduced by Mr. Brown (326).—9th Aug. 2nd Reading (504).—16th, 30th Aug. Debate resumed. 2nd Reading, Committee, and 3rd Reading (623 876).

L.A. 7th Sept. 1st Reading (1043).

* L.C. = Legislative Council. L.A. = Legislative Assembly. The numbers in brackets refer to the pages of the Parliamentary Debates.

4.—*Scaffolding Inspection Bill.*

L.A. 27th July. Introduced. 1st Reading (363).—20th Sept. 2nd Reading, Committee, and 3rd Reading (1465).

L.C. 4th Oct. 1st Reading (1470).—6th Dec. 2nd Reading and Committee (2948).—8th Dec. Committee and 3rd Reading (3068).

Discussion of clauses on which the two Houses are not agreed: L.A. 13th Dec. (3195).

5.—*Shearers' Hut Accommodation Bill.*

L.A. 11th Aug. Introduced by Mr. McGrath. 1st Reading (597).—8th Dec. 2nd Reading (3070).

6.—*Wages Boards.*

Government Motion for appointment of Boards for the following trades:—

(1) Boot Sale Trade.

L.A. 20th July. Adopted (517).—L.C. 10th, 16th, 30th Aug. Adopted (548, 636, 897).

(2) Export Slaughtering.

L.A. 10th Aug. Adopted (642).—L.C. 16th, 30th Aug. Adopted (637, 886).

(3) Coal Miners.

L.A. 13th Sept. Adopted (1119).—L.C. 14th, 28th Sept. Adopted (1151, 1403).

(4) Watch and Clock Makers.

L.A. 20th Sept. Adopted (1235).—L.C. 28th Sept., 18th Oct. Adopted (1388, 1699).

(5) Lift Attendants.

L.A. 20th Sept. Adopted (1236).—L.C. 28th Sept., 18th Oct., 9th Nov. Adopted (1389, 1699, 2132).

(6) Undertakers.

L.A. 11th Oct. Adopted (1603).—L.C. 11th Oct., 9th Nov. Adopted (1598, 2132).

(7) Ironmongers.

L.A. 18th Oct. Adopted (1737).—L.C. 18th Oct., 18th Nov. Adopted (1724, 2133).

(8) Gold Miners.

L.A. 18th, 26th Oct. Adopted (1735, 1915).—L.C. 8th, 22nd, 23rd Nov. Adopted with amendments (2039, 2420, 2477).

Discussion of clauses on which the two Houses are not agreed: L.A. 23rd Nov., 15th Dec. (2599, 3327).

(9) Carriage.

L.A. 25th Oct. Adopted (1855).—L.C. 25th Oct., 8th Nov. Adopted (1845, 2134).

(10) Plasterers.

L.A. 8th Nov. Adopted (2072).—L.C. 8th, 22nd Nov. Adopted (2057, 2425).

(11) Tea, Coffee, and Cocoa Packers.

L.A. 8th Nov. Adopted (2071).—L.C. 8th, 22nd Nov. Adopted (2057, 2424).

(12) Stationery Makers.

L.A. 22nd Nov. Adopted (2442).—L.C. 22nd Nov., 6th Dec. Adopted (2431, 2937).

(13) Agricultural Implements.

L.A. 22nd Nov. Adopted (2442).—L.C. 22nd Nov., 6th Dec. Adopted (2431, 2938).

(14) Engine-drivers and Firemen.

L.A. 22nd Nov. Adopted (2443).—L.C. 22nd Nov., 6th Dec. Adopted (2431, 2938).

(15) Plate-Glass Workers.

L.A. 22nd Nov. Adopted (2443).—L.C. 22nd Nov., 6th Dec. Adopted (2431, 2939).

(16) Marine Store Dealers.

L.A. 22nd Nov. Adopted (2444).—L.C. 22nd Nov., 6th Dec. Adopted (2431, 2940).

(17) Bricklayers.

L.A. 22nd Nov. Adopted (2445).—L.C. 22nd Nov., 6th Dec. Adopted (2432, 2940.)

(18) Mechanical Engineers.

L.A. 1st Dec. Adopted (2850).—L.C. 1st, 7th Dec. Adopted (2833, 3015).

(19) Boilermakers.

L.A. 1st Dec. Adopted (2850).—L.C. 1st, 7th Dec. Adopted (2833, 3015).

(20) Electrical Fitters.

L.A. 6th Dec. Adopted (2963).—L.C. 6th, 20th Dec. (Adopted (2944, 3465).

(21) Mining Engine-drivers.

L.A. 6th Dec. Adopted (2969).—L.C. 6th, 20th Dec. Adopted, with an Amendment (2944, 3466).

Discussion of clauses on which the two Houses are not agreed: L.A. 20th Dec. (3531).

(22) Slaters and Roof Tilers.

L.A. 13th Dec. Adopted (3192).—L.C. 13th, 20th Dec. Adopted (3189, 3466).

(23) Restaurant and Hotel Employees.

L.A. 13th Dec. Adopted (3193).—L.C. 13th, 20th, 21st Dec. Adopted, with an Amendment (3189, 3467, 3650, 3682).

Discussion of clauses on which the two Houses are not agreed: L.A. 22nd Dec. (3766).

(24) Cannery and Preservers.

L.A. 13th Dec. Adopted (3194).—L.C. 13th, 20th Dec. Adopted (3189, 3469).

7.—*Workers' Accidents Compensation Bill.*

L.A. 27th July. Introduced. 1st Reading (363).—22nd Dec. Bill discharged (3801).

4. QUEENSLAND.*

18TH PARLIAMENT.

2nd Session, from 12th July, to 23rd December, 1910. (Parliamentary Debates, Vols. CV., CVI., CVII.)

1.—*Mines Regulation Bill.*

L.A. 14th July. 1st Reading (63).—16th Aug. 2nd Reading (431).—22nd, 28th Sept. Committee (1063, 1110).—29th Sept. 3rd Reading (1165).

L.C. 4th Oct. 1st and 2nd Reading (1203, 1205).—1st Nov. 3rd Reading (1760).

Discussion of clauses on which the two Houses are not agreed : L.A. 1st Nov., 14th Dec. (1772, 2809).—L.C. 15th, 20th Dec. (2832, 2957).—L.A. 22nd Dec. (3096).—L.C. 23rd Dec. (3125).

Assent of the Governor : L.A., L.C. 23rd Dec. (3131).

2.—*Wages Boards Act Amendment Bill.*

L.A. 14th July. 1st Reading (63).

5. SOUTH AUSTRALIA.†

20TH PARLIAMENT.

1st Session, from 2nd June, 1910, to 2nd December, 1910. (Parliamentary Debates, Session 1910 L.C., Nos. 1-22 ; H.A., Nos. 1-24.)

1.—*Factories Act Further Amendment Bill.*

H.A. 21st July. Motion to introduce a Bill to further amend the Factories Act, 1907 (159).—13th Oct. 1st Reading (718).—25th Oct. 2nd Reading (797).—27th Oct. Committee (834).—3rd Nov. 3rd Reading (822).

L.C. 8th Nov. 1st Reading (390).—9th Nov. 2nd Reading (412).—15th, 17th, 22nd, 23rd, 24th, 29th Nov. Committee (446, 460, 480, 482, 498, 515, 540, 554).—30th Nov. 3rd Reading (563).

Discussion of clause on which the two Houses are not agreed : H.A. 30th Nov. (1258).—1st Dec. (1272).—L.C. 1st Dec. (586).

2.—*Advances to Workers Bill.*

H.A. 20th, 26th July. Motion to introduce a Bill. 1st Reading (154, 174). 2nd Reading (208).—2nd, 3rd, 4th, 9th, 16th, 17th Aug. Debate (224, 242, 254, 268, 306, 319).—17th Aug. Committee (338).—18th Aug. 3rd Reading (347).

L.C. 23rd Aug. 1st Reading (99).—25th Aug. 2nd Reading (114).—30th Aug., 7th, 8th, 20th, 27th, 28th, 29th Sept. Debate (130, 164, 168, 182, 186, 195, 201).—5th, 6th, 11th, 13th, 18th, 20th, 25th Oct., 1st Nov. Committee (222, 243, 259, 263, 275, 299, 314, 340).—2nd Nov. 3rd Reading (357).

Discussion of clauses on which the two Houses are not agreed : H.A. 2nd, 3rd, 9th Nov. (870, 894, 960).—L.C. 10th Nov. (426).—H.A. 15th.

* L.A. = Legislative Assembly. L.C. = Legislative Council. The numbers in brackets refer to pages of the Parliamentary Debates.

† H.A. = House of Assembly. L.C. = Legislative Council. The numbers in brackets refer to pages of the Parliamentary Debates, which are printed separately for the two Houses.

16th, 17th Nov. (1026, 1063, 1070).—L.C. 17th Nov. (459, 461).—H.A. 22nd Nov. (1116).—L.C. 22nd Nov. (481).—H.A. 23rd Nov. (1159).—L.C. 24th Nov. (522).

3.—*Friendly Societies.*

H.A. 26th Oct. Motion to introduce a Bill to further amend the Act No. 22 of 1852, entitled "An Act to Regulate Friendly Societies," "The Manchester Unity of Oddfellows Act, 1874," and "The Friendly Societies Act, 1886" (816).—15th Nov. 1st Reading (1012).—30th Nov. 2nd Reading (1241).—1st Dec. 3rd Reading (1265).

L.C. 1st Dec. 1st Reading (589).—2nd Dec. 2nd and 3rd Reading (607).

4.—*Public Holidays Act Amendment and Consolidating Bill.*

H.A. 23rd Nov. 1st Reading (1137).—24th Nov. 2nd and 3rd Reading (1183).

L.C. 24th Nov. 1st Reading (523).—25th Nov. 2nd and 3rd Reading (535).

Adopted: H.A. and L.C. 30th Nov. (1241, 560).

5.—*Seating in Shops Bill.*

H.A. 26th Oct. Motion to introduce a Bill for an Act relating to seating in shops and the hours of employment in shops. 1st Reading (815).—2nd Dec. Lapsed (1280).

6.—*Steam Boilers & Engine-drivers Bill.*

H.A. 26th July. 1st Reading (174).—25th Aug. 2nd Reading (396).—28th Sept., 5th Oct. Committee (612, 685).—6th Oct. Report (695).—11th Oct. Report adopted (703).—13th Oct. 3rd Reading (720).

L.C. 13th Oct. 1st Reading (268).—20th Oct. 2nd Reading; Debate adjourned (303).—1st, 2nd Nov. Debate (341, 375).—8th Nov. 2nd Reading. Negatived (391).

7.—*Wages Boards.*

Motion of the Government to appoint Wages Boards for the following trades:

(1). (a) Stove, oven, range and safe-makers (inclusive of fireproof safes and strong-room doors); (b) Tinsmiths and general sheetmetal workers, galvanized iron workers (exclusive of plumbers and galvanized iron workers engaged in the construction of buildings), and including japanners and vitreous workers; (c) Brassworkers, bedstead-makers, wireworkers and wire mattress-makers.

L.A. 25th Aug. Committee. Adopted (390).—L.C. 25th Aug. Committee. Adopted (118).

(2). Building and repairing carriages, coaches, buggies, waggons, trollies, drays, tram and motor-car bodies, and all other vehicles.

L.A. 21st Sept. Adopted (542).—L.C. 27th Sept., 4th, 6th Oct., 2nd Nov. Committee. Negatived (185, 212, 235, 356).—2nd Dec. Resumed. Adopted (611).

(3). Flour mills.

L.A. 21st Sept. Committee. Adopted (543).—L.C. 4th Oct., 2nd, 8th Nov. Committee (185, 216, 362, 387).—2nd Dec. Adopted (611).

(4). The manufacture and repairing of jewellery, watches and clocks, and opticians' wares.

L.A. 21st Sept. Adopted (544).—L.C. 27th Sept., 2nd Nov. Committee. Debate adjourned (185, 366).—2nd Dec. Adopted (611).

(5) Retail grocers, teamen, retailers of dairy produce, and general storekeepers.

L.A. 21st Sept. Adopted (544).—L.C. 27th Sept., 2nd Nov., 2nd Dec. Committee. Adopted (185, 373, 611).

(6) Wholesale and retail drapers, including sellers of hats, millinery, boots, and all other articles of clothing, haberdashery, toys, books, stationery, and fancy goods.

L.A. 21st Sept. Adopted (544).—L.C. 27th Sept., 2nd Dec. Adopted after striking out the words "wholesale and" (185, 612).

(7) Sellers of hardware, inclusive of ironmongery, crockery, glass, glassware, furniture, furnishing, saddlery, harness, paint, colours, oils, and wall paper.

L.A. 21st Sept. Adopted (544).—L.C. 27th Sept., 2nd Dec. Adopted after inserting the word "retail" before "sellers" (185, 612).

(8) The preparation and manufacture of soap, soap powder, soda, starch, candles, blue, blacking, oils, and lubricating grease.

L.A. 21st Sept. Adopted (544).—L.C. 27th Sept., 2nd Dec. Adopted (185, 613).

(9) Storemen, packers, porters, and night-watchmen engaged in or about shops, warehouses, wholesale fruit stores, and packing-houses.

L.A. 21st Sept. Adopted (545).—L.C. 27th Sept., 2nd Dec. Adopted after striking out the words "wholesale fruit stores and packing-houses" (185, 613).

(10) Wholesale grocers, teamen, and dairy produce merchants.

L.A. 21st Sept. Adopted (545).—L.C. 27th Sept., 2nd Nov. Committee (185, 373).—2nd Dec. Negated (613).

(11) Wool, skin and hide, grain and bark stores, including persons engaged in the handling of bulk merchandise machinery, and parts thereof to and from wharves and railway stations.

L.A. 21st Sept. Adopted (545).—L.C. 27th Sept., 2nd Dec. Negated (185 614).

(12) The manufacture of confectionery.

L.A. 21st Sept. Adopted (545).—L.C. 27th Sept., 2nd Dec. Adopted (185 461).

(13) Hotels, clubs, and restaurants.

L.A. 21st Sept. Adopted (545).—L.C. 27th Sept., 2nd Dec. Adopted after striking out the words "hotels, clubs and" (185, 614).

(14) The manufacture of jams, pickles and sauces, and fruit preserving and canning.

L.A. 21st Sept. Adopted (546).—L.C. 27th Sept., 2nd Dec. Adopted (185, 615).

(15) Electrical workers.

L.A. 21st Sept. Adopted (546).—L.C. 27th Sept., 2nd Dec. Adopted (185, 615).

(16) Clerks.

L.A. 21st Sept. Adopted (546).—L.C. 27th Sept., 2nd Dec. Negated (185, 615).

(17) Patternmakers, fitters, turners and machinists, inclusive of persons engaged in working, planing, slotting, milling, shaping, drilling, screwing, and all other machines of a like character, exclusive of persons

engaged in the manufacture of agricultural machinery and implements, stores, ovens, ranges, safes, and strongrooms, doormakers, tinsmiths and general sheetmetal workers, galvanized ironworkers, plumbers and gas-fitters, japanners and vitreous workers, brassworkers, bedstead-makers, wireworkers, and wire mattress-makers.

L.A. 21st Sept. Adopted (542).—L.C. 24th Nov., 2nd Dec. Adopted (522, 615).

(18). Iron and steel moulders.

L.A. 24th Nov. Adopted (1179).—L.C. 24th Nov., 2nd Dec. Adopted (523, 615).

(19). Boilermakers' and blacksmiths' assistants.

L.A. 24th Nov. Adopted (1179).—L.C. 24th Nov., 2nd Dec. Adopted (523, 615).

(20). Blacksmiths and shoeing-smiths, exclusive of persons engaged in the manufacture of agricultural machinery and implements.

L.A. 24th Nov. Adopted (1179).—L.C. 24th Nov., 2nd Dec. Adopted (523, 616).

(21). Coal, coke, and firewood yards.

L.A. 24th Nov. Adopted (1181).—L.C. 24th Nov., 2nd Dec. Adopted (523, 616).

(22). Gardeners.

L.A. 24th Nov. Committee (1180).

8.—*Workmen's Compensation Act Amendment Bill.* (G.B. IX., p. 194, No. 1).

H.A. 20th July. Motion to introduce a Bill to consolidate and amend the law with respect to compensation to workmen for injuries suffered in the course of their employment (154).—2nd Aug. 1st Reading (219).—30th Aug., 2nd Reading (410).—1st, 7th, 13th Sept. Committee (436, 466, 486, 490).—14th Sept. Report (509).—20th Sept. 3rd Reading (518).

L.C. 27th Sept. 1st Reading (185).—29th Sept., 6th, 11th, 18th, 27th Oct. 1st, 2nd, 8th Nov. 2nd Reading (205, 244, 269, 337, 348, 359, 388).—9th Nov. 3rd Reading (411).

H.A. 9th Nov. Returned from L.C. with Amendments (960).

Discussion of clauses on which the two Houses are not agreed: H.A. 9th, 15th, 16th, 17th, 22nd, 23rd Nov. (960, 1034, 1038, 1063, 1069).—L.C. 17th Nov. (459).—22nd, 23rd Nov. (1097, 1124, 1159).

6. WESTERN AUSTRALIA.*

7TH PARLIAMENT.

3rd Session, from 28th July, to 3rd February, 1911. (Parliamentary Debates, Session 1910-11, Nos. 1-26.)

1.—*Bread Act Amendment* (Introduced by Mr. Bath.)

L.A. 25th Aug. 1st Reading (492).—14th Dec. 2nd Reading (2419).—15th Dec. 3rd Reading (2440).

L.C. 15th Dec. 1st Reading (2438).—17th Jan. 2nd Reading (3022).—27th Jan. 3rd Reading (3425).

L.A. 31st Jan. Returned from the Council without Amendment (3514).

2.—*Early Closing Act, 1902, Amendment Act.* (Introduced by Mr. Augwin.)

L.A. 17th Aug. 1st Reading (353).

* L.C. = Legislative Council. L.A. = Legislative Assembly. The figures in brackets refer to pages of the Parliamentary Debates.

3.—*Mines & Machinery Inspection Bill.*

L.A. 31st Jan. 1st Reading (3490).—3rd Feb. 2nd Reading, Committee, and 3rd Reading (3755).

L.C. 3rd Feb. 1st and 2nd Reading, Committee, and 3rd Reading (3730).

4.—*Tributers Bill.* (Introduced by Mr. Walker.)

L.A. 3rd Aug. 1st Reading (93).—24th Aug. 2nd Reading (486).—14th Sept., 19th Oct., 14th Dec. Committee (761, 1056, 2418).—15th Dec. Report (2441).—16th Dec. 3rd Reading (2480).

L.C. 20th Dec. 1st Reading (2534).—17th Jan. 2nd Reading; debate adjourned (3024).

5.—*Workers' Compensation Bill.* (Introduced by Mr. Hudson.)

L.A. 3rd Aug. 1st Reading (93).—24th Aug. 2nd Reading (479).—14th Sept. Select Committee (747).—6th Oct, 18th Oct. Report of the Select Committee (811, 986).—26th Oct. Committee (1175).—15th Dec. Report of Committee adopted (2440).—16th Dec. 3rd Reading (2480).

L.C. 20th Dec. 1st Reading (2534).—17th Jan. 2nd Reading; debate adjourned (3023).

7. TASMANIA.*

(1910.)

1. *Workers' Compensation.*

H.A. Bill (Howroyd) to provide compensation for workers in respect of injuries suffered in the course of their employment, and to regulate its payment (Bill 32).

2. *Factories.*

H.A. Bill to consolidate and amend the Law relating to factories, and for other purposes. 24th Aug. Adopted. Sent to the L.C. (Bill 18).

3. *Wages Boards.*

H.A. Bill to make provision for Wages Boards. 19th Aug. Adopted. Sent to the L.C. (Bill 15).

4. *Shearers' Accommodation.*

H.A. Bill (Earle) to provide for the proper and sufficient accommodation of shearers. 2nd Aug. Adopted. Sent to the L.C. (Bill 28).

8. NEW ZEALAND.†

17TH PARLIAMENT.

3rd Session, from 28th June, to 3rd December, 1910. (Parliamentary Debates, 3rd Session, 1910, Nos. 1-47.)

1.—*Coal Mines Amendment Bill.*

H.R. 20th July. 1st Reading (Vol. 149, p. 674).—17th Aug. 2nd Reading (Vol. 150, p. 634).—28th and 29th Nov., 1st Dec. Committee and 3rd Reading (Vol. 153, pp. 1071, 1145, 1280).

* H.A. = House of Assembly. L.C. = Legislative Council. (Tasmania publishes no Parliamentary Debates.)

† H.R. = House of Representatives. L.C. = Legislative Council. The numbers in brackets refer to volumes and pages of the Parliamentary Debates.

L.C. 2nd Dec. 1st, 2nd and 3rd Reading (Vol. 153, p. 1284).

2.—*Exhibitions Bill.*

H.R. 12th July. 2nd Reading (Vol. 149, p. 389).—23rd Aug. Committee (Vol. 150, p. 848).

L.C. 31st Aug. 1st Reading (Vol. 151, p. 134).—6th Sept. Committee. 2nd Reading (297).—9th Sept. 3rd Reading (442).

3.—*Factories Amendment Act.*

H.R. 6th July. 1st Reading (Vol. 149, p. 192).—5th Oct. 2nd Reading (Vol. 152, p. 261).—28th Nov. 3rd Reading (Vol. 153, p. 1065).

L.C. 29th Nov. 1st, 2nd, and 3rd Reading (Vol. 153, p. 1132).*

4.—*Government Railways Amendment Bill (No. 2).*

H.R. 21st Nov. 1st Reading (Vol. 153, p. 837).—28th Nov. 2nd Reading (1078).—1st Dec. 3rd Reading (1265).

L.C. 2nd Dec. 1st, 2nd, and 3rd Reading (1282).

5.—*Half-Holiday for Miners in Gold and Coal Mines Bill.*

H.R. 1st July. 1st Reading (Vol. 149, p. 97).—20th July. 2nd Reading (720).—18th Nov. Bill discharged (Vol. 153, p. 813).

6.—*Immigration Restriction Amendment Bill.*

H.R. 7th Sept. 1st Reading (Vol. 151, p. 317).—8th Sept. 2nd Reading (401).—16th Sept. Committee (631).—27th Sept. 3rd Reading (Vol. 152, p. 2).

L.C. 28th Sept. 1st Reading (Vol. 152, p. 21).—5th Oct. 2nd Reading (258).—18th Oct. 3rd Reading (497).

7.—*Industrial Conciliation & Arbitration Amendment Bill.*

(a) H.R. 14th Oct. 1st Reading (Vol. 152, p. 462).—18th Nov. Bill discharged (Vol. 153, p. 813).

(b) Bill No. 2.

H.R. 17th Nov. 1st Reading (Vol. 153, p. 749).—28th Nov. 2nd and 3rd Reading (1064).

L.C. 29th Nov. 1st, 2nd, and 3rd Reading (Vol. 153, p. 1136).

Amendments of the Governor: H.R. 2nd Dec. Agreed to (Vol. 153, p. 1351).—L.C. 2nd Dec. Agreed to (1297).†

8.—*Inspection of Machinery Amendment Bill.*

H.R. 29th July. 1st Reading (Vol. 150, p. 108).—17th Aug. 2nd Reading (634).—27th Oct. Committee (Vol. 153, p. 127).—28th Oct. 3rd Reading (148).

L.C. 1st Nov. 1st Reading (Vol. 153, p. 191).—4th Nov. 2nd Reading (356).—8th Nov. 3rd Reading (405).

9.—*Maritime Accidents Bill.*

H.R. 1st July. 1st Reading (Vol. 149, p. 97).—18th Nov. Bill discharged (Vol. 153, p. 813).

10.—*Mining Amendment Bill.*

H.R. 10th Aug. 1st Reading (Vol. 150, p. 418).—17th Aug. 2nd Reading (633).—28th, 29th Nov. Committee (Vol. 153, pp. 1071, 1146).

L.C. 2nd Dec. 1st, 2nd, and 3rd Reading (Vol. 153, p. 1283).

11.—*Monopoly Prevention Amendment Bill.*

H.R. 16th Nov. 1st Reading (Vol. 153, p. 709).—17th Nov. 2nd Reading (749).—18th Nov. 3rd Reading (813).

* Text E.B. VI., p. 46.

† Text E.B. VI., p. 41.

L.C. 22nd Nov. 1st, 2nd, and 3rd Reading (Vol. 153, p. 862).
 12.—*Mutual Accident Insurance Bill.*

H.R. 1st July. 1st Reading (Vol. 149, p. 97).—18th Nov. Bill discharged (Vol. 153, p. 813).

13.—*National Provident Fund Bill.*

H.R. 19th Oct. 1st Reading (Vol. 152, p. 572).—2nd Nov. 2nd Reading (Vol. 153, p. 272).—4th Nov. Committee (379).—7th Nov. 3rd Reading (383).

L.C. 10th Nov. 2nd Reading (Vol. 153, p. 510).—11th Nov. 2nd Reading (536).—14th Nov. Committee (599).—15th Nov. 3rd Reading (617).

Discussion of clauses on which the two Houses are not agreed : H.R. 16th Nov. (Vol. 153, p. 712).

14.—*National Sick & Accident Insurance Bill.*

H.R. 1st July. 1st Reading (Vol. 149, p. 97).—18th Nov. Bill discharged (Vol. 153, p. 813).

15.—*Old Age Pensions Amendment Bill.*

H.R. 7th Nov. 1st Reading (Vol. 153, p. 382).—11th Nov. 2nd and 3rd Reading (563).

L.C. 14th Nov. 1st Reading (Vol. 153, p. 599).—15th Nov. 2nd Reading (620).—16th Nov. 3rd Reading (702).

16.—*Phosphorus Matches Bill.*

H.R. 6th July. 1st Reading (Vol. 149, p. 192).—15th July. 2nd Reading (618). Committee (657).—18th Aug. 3rd Reading (Vol. 150, p. 705).

L.C. 18th Aug. 1st Reading (Vol. 150, p. 747).—30th Aug. 2nd Reading (Vol. 151, p. 119).—2nd Sept. Debate adjourned (232).—6th Sept. 3rd Reading (296).

17.—*Public Holidays Bill.*

H.R. 16th Nov. 1st Reading (Vol. 153, p. 711).—17th Nov. 2nd Reading (760).—24th Nov. Committee. 3rd Reading (957).

L.C. 25th Nov. 1st, 2nd, and 3rd Reading (Vol. 153, p. 978).

18.—*Registration of Barmaids Bill.*

H.R. 1st July. 1st Reading (Vol. 149, p. 97).—13th Oct. Bill discharged (Vol. 152, p. 403).

19.—*Shearers' & Agricultural Labourers' Accommodation Amendment Bill.*

H.R. 20th July. 1st Reading (Vol. 149, p. 674).—18th Nov. Bill discharged (Vol. 153, p. 813).

20.—*Shipping & Seamen Amendment Bill.*

H.R. 31st Oct. 1st Reading (Vol. 153, p. 175).—15th Nov. 2nd Reading (695).—18th Nov. Committee and 3rd Reading (835).

L.C. 22nd Nov. 1st and 2nd Reading, Committee, and 3rd Reading (Vol. 153, p. 871).

21.—*Shops & Offices Amendment Bill.*

H.R. 29th July. 1st Reading (Vol. 150, p. 108).—17th Aug. 2nd Reading (633).—18th Nov. Committee (Vol. 153, p. 842).—22nd Nov. 3rd Reading (879).

L.C. 23rd Nov. 1st Reading (Vol. 153, p. 889).—25th Nov. 2nd and 3rd Reading (976).*

Amendments of the Governor: H.R. 2nd Dec. Agreed to. (Vol. 153, p. 1305).

22.—*Stone Quarries Bill.*

H.R. 6th July. 1st Reading (Vol. 149, p. 192).—15th July. 2nd Reading (623).—26th July, 31st Aug., 6th Oct. Committee (Vol. 150, p. 7; Vol. 151, p. 170; Vol. 152, p. 285).—11th Oct. 3rd Reading (348).

L.C. 12th Oct. 1st Reading (Vol. 152, p. 360).—21st Oct. 2nd Reading (682).—25th, 26th, 27th Oct. Committee (Vol. 153, pp. 5, 24, 104).—4th Nov. 3rd Reading (349).

Discussion of clauses on which the two Houses are not agreed: H.R. 7th Nov. (Vol. 153, p. 405); 8th Nov. (445).—L.C. 9th Nov. (Vol. 153, p. 450); 11th Nov. (548).

23.—*Tramways Amendment Bill.*

H.R. 20th July. 1st Reading (Vol. 149, p. 674).—11th Aug. Committee (Vol. 150, p. 482).—17th Aug. 2nd Reading (634).—28th Nov. 3rd Reading (Vol. 153, p. 1091).

L.C. 29th Nov. 1st Reading (Vol. 153, p. 1137).—30th Nov. 2nd Reading; debate adjourned (1178).—1st Dec. Committee. 3rd Reading (1252).

24.—*Weekly Day of Rest Bill.*

H.R. 6th July. 1st Reading (Vol. 149, p. 192).—18th Nov. Bill discharged (Vol. 153, p. 813).

25.—*Workers' Compensation Amendment Bill.*

H.R. 25th Aug. 1st Reading (Vol. 151, p. 15).—18th Nov. Bill discharged (Vol. 153, p. 813).

26.—*Workers' Dwellings Bill.*

H.R. 11th Nov. 1st Reading (Vol. 153, p. 555).—15th Nov. 2nd Reading (683).—18th Nov. Committee (834).—22nd Nov. 3rd Reading (887).

L.C. 23rd Nov. 1st Reading (Vol. 153, p. 889).—24th Nov. 2nd Reading (935).—25th Nov. 3rd Reading (977).

X. Italy†

23RD LEGISLATURE.

First Session, 1909-1911. Continuation from December, 1910, to July, 1911.

1.—*Unemployment.* (G.B. IX., p. 379, No. 2.)

Sen. 16th Jan. Report of the Central Board on the Government Bill respecting the State contribution for the relief of involuntary unemployment. (No. 370A.)

2.—*Industrial Accidents.* (Agriculture.)

Sen. 5th Dec. Introduction of a Government Bill respecting industrial accidents in agricultural occupations (No. 386).

* Text E.B. VI., p. 42.

† C. dei D. = Camera dei Deputati. Sen. = Senato.

3.—*Workmen's Accident Insurance Funds.*

C. dei D. 23rd June. Introduction of a Government Bill to ratify the Agreement concluded on the 16th June, 1911, with the Institutions founding the National Workmen's Accident Insurance Fund (No. 949).

4.—*Insurance of Attendants in Courts of Law.*

Sen. 16th Dec. Report of the Central Board on the Government Bill to regulate the position of attendants in Courts of Law and their admission to the National Insurance Fund (No. 364A).—22nd Dec. Debate; adopted (Debates, p. 4008).

5.—*Insurance Monopoly.*

C. dei D. 3rd June. Introduction of a Government Bill to provide for the carrying on of life insurance business through a National Insurance Institution. Urgent (No. 881).—20th June. Report of the Commission (No. 881 A).—24th, 25th, 27th, 28th, 29th, 30th June, 1st, 2nd, 4th, 5th, 7th, 8th July. Debate. Conclusion of Debate section by section (Debates, pp. 16, 184, etc.).

6.—*Housing.*

(a) C. dei D. 7th Dec. Government Bill respecting provision for the establishment of agricultural settlements, peasants' and workmen's dwellings in Apulia (No. 683).

(b) (G.B. IX., p. 379, No. 5b.) C. dei D. 16th March. Report of the Commission on the Government Bill respecting provision for workmen's and cheap dwellings and to facilitate the building and acquisition of other buildings for housing purposes (No. 450A).

(c) (G.B. IX., p. 379, No. 5a.) C. dei D. 7th April. Report of the Commission on the Government Bill respecting provision for the creation of agricultural small holdings and the establishment of inalienable and unassignable small settlements (No. 449A).

XI. Netherlands*

(Session 1910-11—September, 1910, to August, 1911.)

1.—*Dutch Workmen in Germany.* (Conditions of work.) (Handel., II. K., Session 1910-11, pp. 684-686, 740-741.)

2.—*Workmen and Employees in State Workshops and State Works.* (Wages, hours of work, Sunday rest, pensions.)

(a) *Artillery workshops*: II. K., Session 1910-11, App. A. VIII., No. 9, p. 20; No. 10, pp. 77-78.

(b) *Canal Workers*: II. K., Session 1910-11, App. A. IX., No. 2, p. 13; No. 22, p. 4; No. 23, pp. 21-22.—Handel., pp. 805-807.

(c) *Marine Wharves*: II. K., Session 1910-11, App. A. VI., No. 32., pp. 15-16; No. 33, pp. 45-46.—Handel., pp. 1299-1306.

(d) *Military Clothing Makers*: II. K., Session 1910-11, App. A. VIII., No. 9, p. 15; No. 10, p. 62.

(e) *Constabulary*: Handel., II. K., Session 1910-11, pp. 48-68.

* IK. = First Chamber; II.K. = Second Chamber; Handel. = Handelingen van de Staten-Generaal (Shorthand Reports); App. = Appendix to the *Handelingen*; A = Home Budget Estimates; B = Colonial Budget Estimates.

(f) *The Mint*: Handel., II. K., Session 1910-11, pp. 1387-1388.

(g) *Duties Offices*: II. K., Session 1910-11, App. A. VII., B., No. 13, pp. 4-5; No. 14, p. 12.—Handel., II. K., Session 1910-11, pp. 1389-1394.

3.—*Labour Legislation.*

Bill for the protection of stone masons. II. K., Session 1910-11, App. 40, Nos. 1-18. Debate in the II. K. Adopted.—Handel., II. K., Session 1910-11, pp. 2060-2095, 2104-2182, 2320.—Motion by Schaper and others respecting Labour Legislation, specially hours of work. Introduction of a ten-hours day and, after a period of transition, an eight-hours days. Prohibition of employment under fourteen years of age. Extension of all or some of the provisions of the Labour Act to agricultural workers, to persons employed in State workshops, to assistants in shops and offices, to hospital attendants and nurses, to ships' crews, and to assistants in hotels and public-houses. II. K., Session 1910-11, App. 297, Nos. 1-3.

4.—*Labour Act.*

Bill to amend the Labour Act. II. K., Session 1910-11, App. 39, Nos. 1-10.—The Bill in its present form includes further new provisions in addition to those noted in the summary for the first half-year of 1910. Thus exceptions from the maximum ten-hours day for protected persons may be granted, but if the ten-hours day is exceeded the weekly hours are limited to 58. In addition, the employment of young persons over fifteen is permitted in glass-works.—Debate and adoption in the II. K., Handel., II. K., Session 1910-11, pp. 1765-1775, 1781-1949. During the debate important provisions of the Bill were deleted and new ones added.—I. K. Handel., Session 1910-11, pp. 563-569, 587-596. The proceedings in I. K. were not finished in the Session 1910-11.

5.—*Inspection of Labour* (in the Dutch East Indies and the position of Coolies).

II. K., Session 1910-11, App. B., No. 43, p. 38; No. 46, pp. 61-62.—Handel., pp. 297-310.

6.—*Hours of Work* (ten-hours day).

II. K., Session 1910-11, App. A., X., No. 8, p. 13; No. 9, p. 35.

7.—*Emigration* (from Java and other islands in the Dutch East Indies).

Handel., II. K., Session 1910-11, p. 331.

8.—*Bakehouses.*

Bill to restrict night-work and Sunday labour in bakehouses and for the establishment of advisory councils for the baking industry. II. K., Session 1910-11, Nos. 1-10.—Debate. Handel., II. K., Session 1910-11, pp. 79-110, 116-161, 164-220. The debate was adjourned after the adoption of a motion by Troelstra and de Klerk, requesting the Minister to undertake to supplement the Bill as regards the regulation of hours of work of bakers' assistants.—7th Feb., 1911. New Bill submitted to the II. K. by the Government. The Bill contained, in addition to the provisions of the old Bill, clauses to limit the hours of work of bakers' assistants to ten per day. The Bill to appoint advisory labour councils for the baking industry, which had met with strong opposition, was at the same time withdrawn by the Government.

9.—*Officials in the Ministerial Department.*

Motion by Ter Laan respecting periodical rises in salary. Debated and adopted, practically without dissent. Handel., II. K., Session 1910-11, pp. 2025-2034, 2044.

10.—*Officials in the State Service.*

Motion of Helsdingen respecting temporary increases in salary for State officials, on account of the increase in cost of living. II. K., Session 1910-11, App. 178.—Debate. Handel., II. K., Session 1910-11, pp. 2241-2243, 2249-2274. Rejected with a majority of 24 votes (42-18).

11.—*Miners* (Measures in the interest of).

Conditions of work, sick funds, housing in mining centres. Handel., II. K., Session 1910-11, pp. 579-589.

12.—*Railway Servants* (Pensions, wages, conditions of work, conciliation courts).

II. K., Session 1910-11, App. A. IX., No. 22, pp. 8-9; No. 23, pp. 29-30.—Handel., pp. 966, 967, 969-970, 974, 978-985, 1027-1055.—In the Dutch East Indies; legal position and right of association. Handel., II. K., Session 1910-11, pp. 375-381.

13.—*Legislation* (Social, economic, and labour legislation, workmen's insurance, old-age, invalidity and sickness insurance, accident insurance, including insurance of agricultural labourers, seamen, and sea-fishermen).

Budget debate. Handel., II. K., Session 1910-11, pp. 418-457, 485-507, 531-570, 594-674, 774-785, 811-824.—II. K., Session 1910-11, App. A., I., No. 4, pp. 7-8; No. 5, p. 18; X., No. 8, p. 13; No. 9, p. 35.—Budget debate in I. K., Session 1910-11, pp. 187-188, 223, 228, 229, 262, 283, 300-302.

14.—*Public Health* (Items in the Budget for 1911 for the campaign against tuberculosis).

II. K., Session 1910-11, App. A., V., No. 12, p. 6; No. 13, pp. 33-34.—Handel., pp. 1187-1190.

15.—*Trade Schools* (Items in the Budget for 1911 for the maintenance of Trade Schools).

II. K., Session 1910-11, App. A., V., No. 12, p. 16; No. 13, pp. 49-50.

16.—*Invalidity and Old-Age Insurance.*

A Bill to regulate the invalidity and old-age insurance of workmen was introduced into the II. K. on the 5th May, 1911, and referred to a Commission. II. K., Session 1910-11, App. 258, Nos. 1-4.

17.—*Sickness Insurance.*

Bills to regulate the sickness insurance of workmen introduced into the II. K. on the 18th July, 1910, and referred to a Commission. II. K., Session 1910-11, App. 68, Nos. 1-3.—Doubtful points raised by the Commission on the Bill. II. K., Session 1910-11, App. 68, No. 4.—Debate, Handel., II. K., Session 1910-11, pp. 2284-2320, 2333-2431, 2433-2442.

18.—*Loading and Unloading of Sea-going Ships.*

A Bill containing provisions for the protection of workmen in loading and unloading ships was submitted to II. K. on the 7th February, 1911. The provisions affect men over eighteen. Women and male young persons under eighteen are excluded from all work of this kind. II. K., Session 1910-11, App. 204, Nos. 1-3.

19.—*Closing of Shops.*

II. K., Session 1910-11, App. A., X., No. 9, p. 35.

20.—*Apprenticeship* (Legal regulation of).

II. K., Session 1910-11, App. A., V., No. 12, p. 17; No. 13, p. 50.

21.—*State Pension Insurance of Communal Employees.*

II. K., Session 1910-11, App. A., V., No. 12, p. 2 ; No. 13, p. 28.

22.—*Postal, Telegraph, and Telephone Employees* (Trade associations ; legal position of these employees).

II. K., Session 1910-11, App. A., IX., No. 2, p. 29 ; No. 22, pp. 13, 14, 17 ; No. 23, pp. 38-40, 42.—Handel., pp. 1056-1078.

23.—*Compulsory School Attendance.*

Motion of Ter Laan and others to raise the age of compulsory school attendance to fourteen years, in connection with the motion of Schaper and others mentioned above respecting the prohibition of the employment of children under fourteen. II. K., Session 1911-12, App. 145, Nos. 1-3.

24.—*Strikes of Seamen.*

Interpellation by Schaper respecting the action of the water-bailiff of Rotterdam on the occasion of the seamen's strike. Handel., II. K., Session 1910-11, pp. 2488-2496.

25.—*Accident Insurance* (Extension of the Accident Insurance Act to agricultural labourers desired).

II. K., Session 1910-11, App. A., X., No. 8, p. 5 ; No. 9, p. 36 (remarks concerning the Accident Insurance Act). II. K., Session 1910-11, App. A., X., No. 8, p. 13 ; No. 9, p. 36.

26.—*Right of Association* (of railway servants).

Interpellation by Troelstra. Handel., II. K., Session 1910-11, pp. 134, 1974-2020.

27.—*Right of Association* (of sailors in the navy ; trade associations).

II. K., Session 1910-11, App. A., VI., No. 32, pp. 7-9 ; No. 33, pp. 30-33.—Handel., pp. 1248-1253.

28.—*Housing Legislation and Public Health.*

Debate on the Estimates. Handel., II. K., Session 1910-11, pp. 1177-1187.—Remarks respecting the Housing Act. II. K., Session 1910-11, App. A., V., No. 12, p. 6 ; No. 13, p. 33.—Handel., I. K., Session 1910-11, pp. 202, 241, 361-364, 381, 382.

XII. Finland

(Session February to May, 1911.)

1.—*Unemployment.*

The insertion of 200,000 F.mk. in the Budget of 1912 to support the unemployed funds of communes or trade unions. Adopted.

2.—*Public Works.*

Petition to regulate the conditions under public works carried out by the State or communes. Adopted.

3.—*Employment Agencies.*

Bill respecting Employment Agencies. Adopted.

4.—*Accident Insurance.*

Petition respecting the Bill to amend the Accident Insurance Act and to establish a general Accident Insurance Institution. Adopted.

5.—*Right of Association.*

Bill respecting associations. Adopted.

XIII. Sweden*

(January to June, 1911.)

1.—*Old-Age Insurance.*

Motion respecting the institution of a permanent money lottery controlled by the State for the benefit of an Old Age Insurance Fund. Rejected. (Motion 2. K. 136; Com. 9: 22: 16; Rep. 2. K. III.: 25: 32.)

2.—*Workmen's Registers.*

Motion respecting the prohibition of keeping registers of workmen for certain purposes (black lists). Rejected. (Motion 2. K. 52; Com. 9: 1: 1, 1; Rep. 1. K. II.: 24: 49; Rep. 2. K. V.: 37: 45.)

3.—*Labour Legislation.*

(a) Government motion to devote the sum of 3,000 kr. to the permanent exhibition in Stockholm of arrangements for the protection of workmen. Adopted. (Government motion 1: 7: 208; Com. 4: 1: 7: 48; P. 7; Rep. 1. K. I.: 13: 67; Rep. 2. K. II.: 18: 49.)

(b) Motion respecting the prohibition of the night-work of adult men in certain trades. Rejected. (Motion 2. K. 253; Com. 7: 1: 34; Rep. 1. K. II.: 22: 9; Rep. 2. K. IV.: 34: 2.)

4.—*Workmen's Insurance.*

Government motion to devote a sum of 2,525,000 kr. to the Workmen's Insurance Fund. Adopted. (Government motion 1; Com. 4: 1: 113: 21; P. 249; Rep. 1. K. III.: 33: 66; 2. K. VII.: 60: 11.)

5.—*Statistics of the Economic Position of Workmen.*

Motion respecting the State investigation into the economic conditions of workmen and persons of the same standing. Rejected. (Motion 2. K. 281; Com. 9: 2: 2, 4: 10; Rep. 2. K. V.: 39: 34.)

6.—*Trade Disputes.*

Motion respecting the repeal of the penalties attached to an attempt to compel any person to cease work or to hinder him from resuming work or in taking work offered. Rejected. (Motion 2. K. 187, 51; Com. 7: 1: 49; Rep. 1. K. III.: 29: 50; Rep. 2. K. VI.: 52: 32.)

7.—*Unemployment.*

Motion respecting the giving out of public works according to a scheme. Rejected. (Motion 2. K. 282; Com. 9: 2, 2; 4, 2; 9: 2, 1: 2, 8; Rep. 1. K. II.: 23: 32; Rep. 2. K. I.: 8: 21.)

8.—*Employment Bureaux.*

Government motion to devote a sum of 40,000 kr. to public employment bureaux in the year 1912. Adopted. (Government motion 1: 6: 276; Com. 4: 1: 6: 76; P. 6; Rep. 1. K. I.: 10: 60; Rep. 2. K. II.: 13: 26.)

9.—*Collective Contracts* (Contracts of work; labour courts).

Government motion. Rejected. (Government motion 43; motion 1. K. 90-92; motion 2. K. 52, 304-309, 311-317, 320; Com. 9: 1: 1: 1; P. 133: 84; Rep. 1. K. II.: 24: 2; Rep. 2. K. V.: 36: 2; 37: 1.)

* 1.K. = First Chamber; 2.K. = Second Chamber; P. = Parliamentary Publications; Rep. = Parliamentary Reports; Com. = Commission's Report.

10.—*Labour Statistics.*

Government motion to devote the sum of 50,775 kr. to the Commercial Board for the purposes of statistical investigations relating to labour, together with 12,000 kr. for the purposes of investigations into the conditions of agricultural labourers. Adopted. (Government motion 1 : 7 : 121, 127 ; Com. 4 : 1 : 7 : 28 ; P. 7 ; Rep. 1. K. I. : 13 : 33 ; Rep. 2. K. II. : 18 : 11.)

11.—*Hours of Work.*

Motion respecting the legal standard of hours of work in commercial occupations, inns, cafés, and hotels ; motion respecting an investigation into the conditions of work of persons employed in inns and cafés and specially in kitchens, and also into the limitation of hours of work of the staffs of bathing establishments, barbers' and hairdressers' saloons. Rejected. (Motion 2. K. 232, 255 ; Com. 7 : 1 : 32 ; Rep. 1. K. II. : 21 : 27 ; Rep. 2. K. IV. : 33 : 59.)

12.—*Insurance of Fishermen.*

Government Bill to devote 16,000 kr. to the insurance of fishermen. Adopted. Motion respecting the extension of this insurance. Adopted. (Government motion 1 : 6 : 213 ; motion 2. K. 132 ; Com. 4 : 1 : 6 : 50 ; P. 6 ; Rep. 1. K. I. : 10 : 52 ; Rep. 2. K. II. : 13 : 25.)

13.—*Sickness Insurance.*

(a) Government motion to devote the sum of 1,300,000 kr. to registered sick funds. Adopted. (Government motion 1 : 6 : 208 ; Com. 4 : 1 : 44 ; P. 6 ; Rep. 1. K. II. : 22 : 52 ; Rep. 2. K. IV. : 33 : 20.)

(b) Government motion respecting exemptions from stamp duties allowed to sick funds in certain cases. Adopted. (Government motion 219 ; Com. 5 : 37 ; P. 204 : 58 ; Rep. 1. K. III. : 32 : 44 ; Rep. 2. K. VII. : 57 : 69.)

14.—*Seamen.*

Motion respecting an investigation into Employment Bureaux and insurance against trade disputes for seamen. Rejected. (Motion 2. K. 190 ; Com. 9 : 2, 2 : 3, 2 ; 9 : 2, 1 : 2, 7 ; Rep. 1. K. II. : 22 : 32 ; Rep. 2. K. II. : 16 : 48.)

15.—*Associations.*

Government motion respecting ideal associations. Rejected. Government motion respecting economic associations. Adopted. (Government motion 35 ; motion 1. K. 85, 87, 89 ; motion 2. K. 297, 298, 300, 302, 303 ; Com. 7 : 1 : 46, 53 ; P. 228 : 90 ; Rep. 1. K. III. : 29 : 1, 32 : 78 ; Rep. 1. K. VI. : 47 : 1 ; VII. : 57 : 68.)

16.—*Right of Assembly.*

Motion respecting the legal protection of the right of assembly. Rejected. (Motion 2. K. 335 ; Com. 3 : 29 ; Rep. 1. K. III. : 28 : 42 ; Rep. 2. K. VI. : 50 : 40.)

17.—*Housing Conditions.*

(a) Motion respecting a Government investigation into the housing conditions of the poorer classes. Adopted. (Motion 1. K. 80 ; Com. 9 : 2, 1 : 1, 7 ; 9 : 2, 2 : 1, 14 ; P. 208 : 111 ; Rep. 1. K. II. : 98 : 38 ; Rep. 2. K. VI. : 53 : 49.)

(b) Motion respecting an investigation into ground rents and the cost of building dwellings for the poorer classes. (Motion 1. K. 81 ; Com. 9 : 2, 1 : 1, 8 ; Rep. 1. K. II. : 18 : 57.)

XIV. Switzerland*

(Swiss Federal Assembly. Continuation of the ordinary Winter Session. 10th Session of the 21st Official Period, 27th March to 6th April, 1911. Ordinary Summer Session, 11th and 12th Sessions of the 21st Official Period, 6th June to 6th October, 1911. Ordinary Winter Session, 1st Session of the 22nd Official Period, 4th to 22nd December, 1911.)

1.—*Sickness and Accident Insurance.*

(G.B. II., p. 726; G.B. III., p. 90; E.B. II., p. 329; G.B. VII., p. 144. No. 3, and p. 498, No. 6; G.B. IX., p. 200, No. 3, p. 388, No. 10, and p. 501. No. 15.)

Message of the Federal Council dated 10th December, 1906 (Bundesblatt 1906, VI., 229) on the Federal Bill respecting sickness and accident insurance. Report of the Commission of the National Council, 2nd May, 1908 (Bundesblatt 1908, III., 458). Report of the Commission of the Ständerat, 20th November, 1909 (Bundesblatt 1909, VI., 36c). Consideration of differences between the two houses. S.R., 28th, 30th, 31st March. Differing from N.R. (Sten. Bull. S.R. 1911, pp. 9 and 23).—N.R., 4th April. Differing from S.R. on §§4 (3) (a), 9 (2), 12 (10), 58 (4), 86 (2), and 87 (Sten. Bull. N.R. 1911, p. 69).—S.R. 5th April. Adopted. Editorial Commission (Sten. Bull. S.R. 1911, p. 61).—N.R. 13th June. The text as amended by the Editorial Commission adopted, and the Bill adopted in the final vote (Sten. Bull. N.R. 1911, p. 149).—S.R. 13th June. Ditto. (Sten. Bull. S.R. 1911, p. 83).†

2.—*Civil Code* (G.B. VIII., p. 433, No. 6; G.B. IX., p. 201, No. 6; p. 389, No. 13, p. 502, No. 17).

Message of the Federal Council, dated 3rd March, 1905 (Bundesblatt 1905, II., 1), respecting the supplementing of the Civil Code by adding the law of obligations and the introductory provisions. Report of the Federal Council, dated 1st June, 1909 (Bundesblatt 1909, III., 725), respecting the amendment of the law of obligations (supplement to the message of the 3rd March, 1905). Report of the Editorial Commission, dated 14th March, 1911 (Bundesblatt 1911, I., 845).—N.R. 30th March. The text as amended by the Editorial Commission adopted, and the Bill adopted unanimously in the final vote (Sten. Bull. N.R. 1911, p. 53).—S.R. 30th March. Ditto. (Sten. Bull. S.R. 1911, p. 22).‡

3.—*Factory Act (Amendment).*

Message of the Federal Council, dated 6th May, 1910, respecting the Federal Bill to amend the Factory Act (Bundesblatt 1910, III., 575).

4.—*Protection of Young Persons, Children, and Mothers.*

Motion in the Nationalrat of Göttsheim and others dated, 29th September, 1911: "That the Federal Council be invited to enquire whether, and in what manner, it would be possible to initiate and promote from Switzerland the institution of an international office for the protection of young persons, children, and mothers."

* S.R. = Ständerat. N.R. = Nationalrat. Sten. Bull. = Shorthand Reports.

† The Act was submitted to the Referendum, since the 75,930 signatures to the petition for the Referendum were procured by 13th September, 1911. (The minimum number of signatures necessary was 30,000.) It was adopted by Referendum on 4th February, 1912.

‡ Extract E.B. VI., p. 94.

XV. Uruguay

(1911.)

1.—*Hours of Work.*

Government Bill respecting the duration of the daily hours of work. (Boletín del Departamento Nacional (Argentino) del Trabajo XV., No. 17, 30th June, 1911, p. 447.)

2.—*Intervention in Trade Disputes.*

Government Bill respecting State intervention in strikes in public services, and to create a National Labour Department. (B.d.D.N.d.T. XV., No. 17, 30th June, p. 443.)

SUMMARY OF RESOLUTIONS OF CONGRESSES OF ASSOCIATIONS, AND MEMORIALS CONCERNING LABOUR LEGISLATION.

I. LABOUR LEGISLATION OF GENERAL APPLICATION.

1.—International Association for Labour Legislation.

Memorial of the Bureau and the sections concerning the prevention of lead-poisoning in printing works, type foundries, and ceramic works, as also the prevention of the injurious effects of caisson work. Dated February, 1911.

The International Association for Labour Legislation began at their constituent assembly of 28th September, 1901, to discuss the question of regulating hygienic conditions in trades which are injurious to health, as well as the question of the use of white phosphorus in the match industry. They considered primarily the question of lead-poisoning.

As a result of the inquiries, investigations and discussions which have continued from that time onward, the Conference, which was held from the 26th to the 28th of September, 1910, in Lugano, passed a resolution concerning the prevention of lead-poisoning amongst workers engaged in painting and decorating, and also principles for the regulation of hygienic conditions in ceramic undertakings, printing works, and type foundries, and work in caissons.

The Conference instructed all the Sections to submit this memorial and these principles to their respective Governments.

The undersigned Section begs, therefore, to submit the enclosed Memorial and principles :—

I. Lead Colours.

Efforts to replace lead colours, but especially white-lead, by non-poisoning colours, were initiated more than a century ago. A large number of French towns and various French Ministries, about the middle of the nineteenth century, and other French towns and Ministries, Belgian Ministries, and the Swiss Federal Council, about the beginning of this century, issued regulations prohibiting the use of white-lead in building operations undertaken on their behalf. A large number of experiments undertaken, particularly in France, Switzerland, and in The Netherlands, proved the suitability of substitutes. Inquiries made by the Austrian Ministry of Commerce showed that the painting of interiors, in particular, endangered the workers' health. Investigations made at the instigation of the same Ministry showed that the employers themselves expressed their approval of the prohibition to use lead-colours for interior work. As a consequence,

the Austrian Government definitely prohibited the use of lead-colours for interior work by a Decree dated the 15th April, 1908.* This Decree became law on the 1st May, 1909, and has already shown good results. In France, which country is in advance of all others in regard to the question of preventing lead-poisoning in the painting trade, and where the authorities have been for years trying to suppress the use of white-lead, a Bill was passed on the 20th July, 1909,† after lengthy Parliamentary discussions, prohibiting the use of white-lead in building operations, both for interior and exterior application. This Act comes into force from the year 1914.

Proceeding from the point of view always held by the International Association, to demand only that which is absolutely necessary for hygienic reasons, and this only in so far as there may be no technical or economic difficulties to surmount in introducing reforms, the Conference passed a resolution to limit their request for a prohibition of the use of white-lead to interior use only—even though a great number of experiments have proved that for exterior use, too, lead-colours can be replaced by non-poisonous colours. Apart from this prohibition, the Memorial, dated the 15th December, 1909, proves the necessity for the introduction of a compulsory declaration in regard to lead-colours, which declaration is considered most essential to the proper enforcement of the above prohibition.

II.—Printers and Typefounders.

Lead-poisoning is found in other trades as well, as, for instance, in printing works, type-foundries, and ceramic undertakings. The International Association for Labour Legislation has drawn up principles for regulating the conditions in the first-mentioned trade.

These principles are the outcome of careful studies and discussions. The Sections in different countries have caused inquiries to be made in regard to the conditions of the printing and type-founding trades, as also in regard to the occurrence and frequency of cases of lead-poisoning in the above trades and the measures introduced for the prevention of lead-poisoning.

Based upon the material thus collected, a draft was then prepared by experts, on the lines of these principles, and was submitted for criticism to Sections of the International Association for Labour Legislation in all countries, as well as to other experts. After a somewhat prolonged exchange of opinions, the modified draft was subjected to an exhaustive discussion at Lugano by a sub-committee of experts of different nationalities, two days before the official meeting of delegates. The result of this discussion was then referred to the Industrial Hygiene Commission of the Conference, which once more discussed the draft, and not till then was it laid before the Conference itself. It is therefore obvious that the principles are the outcome of many years' preliminary work and of careful discussions, but it has always been considered desirable to demand only such modifications as might be absolutely necessary from a hygienic point of view, and which could be easily carried out, technically, as well as from the economic point of view. These principles, therefore, merely represent international minimum demands.

* Text G.B. VII., p. 26, No. 3.

† Text G.B. VIII., p. 291, No. 2.

The principles stipulate the separation of workrooms where work is carried on which differs in its kind and degree in regard to the injurious effects upon the health, a suitable equipment of such workrooms, and proper regulations for various classes of specially dangerous work (for instance: cleaning of type-boxes, bronzing), as well as means for insuring preventive measures of a personal kind, such as dressing and wash-rooms, washing appliances, working clothes.

They recommend that the employment of women for work which will bring them in contact with lead (type-foundry work, bronzing) shall be prohibited. In regard to the question of permitting women to undertake hand or machine type-setting, the delegates' meeting resolved to cause further inquiries to be made, in consideration of the fact that in various countries—in France especially—a comparatively large number of women are engaged in this work. The proceedings outlined above prove conclusively the care and consideration taken by the conference in the formulation of their demands.

III.—Ceramic Industries.

Based upon similar preliminary work and exhaustive previous discussions, the Conference at Lugano formulated principles for the regulation of hygienic conditions in the ceramic industries.

The protection of the health of workers demands in the ceramic industries just as stringent limitation of the use of lead-compounds as it does in the painting and decorating trade. In the manufacture of porcelain, and a large proportion of the earthenware industries, it is nowadays technically and economically quite possible to replace lead-glaze by one which is free from lead; and this substitute has already been adopted to a certain extent. In other branches of the above-mentioned industries, especially in regard to the production of ordinary pottery and glazed tiles, the introduction of leadless glaze meets with certain technical difficulties. In this case the only possible alleviation of the present dangerous conditions is by substituting comparatively harmless lead-compounds for those which are known to be highly injurious to health. One of these comparatively harmless compounds is galena, whilst another is found in well-fritted glaze. The production of fritted glaze on the one hand, is in itself dangerous and should only be undertaken in well-equipped plants which are provided with all necessary protective measures; and, on the other hand, the production of well-fritted glaze requires supervision by a manager possessing a thorough technical and chemical knowledge. It is for this reason that the production of fritted glaze in small plants should be prohibited.

It should be the object of the Government and the Authorities to facilitate the transition to leadless or, at least, less dangerous glazes by causing instructions to be given and subventions to be granted to proprietors of ceramic undertakings and particularly to the owners of small plants, whose technical education is only very limited.

Wherever, however, the working conditions remain injurious to the workers' health in consequence of the use of lead-glaze, the adoption of stringent measures for preventing lead-poisoning becomes necessary, particularly the exclusion of women and young workers from all work where they might come in contact with unfired, unbaked glaze containing lead or

with its plumbiferous constituents. Furthermore, the rooms where the said substances are used should be separated from living and bedrooms, and, in comparatively extensive plants, from other workrooms also.

IV.—Caisson Work.

Although the number of victims of caisson-disease is not so large as in the case of lead-poisoning, as caisson and diving work is subjected to certain limitations in regard to duration and locality, the individual cases are frequently of a serious nature, and fatal results are comparatively numerous. This fact alone is quite sufficient to render a stringent local regulation of all such work necessary, as the preventive measures recommended, which have on several occasions proved of benefit, will almost entirely preclude the occurrence of caisson-disease.

The International Association for Labour Legislation ventures to hope, for the aforesaid reason, that the Governments will turn their attention to the regulation of trades which are injurious to health, and favour the memorial under notice, as well as the principles for regulation, with their esteemed consideration when regulating work of this kind.

2.—German Home-Workers' Conference. Berlin, 12th January, 1911. (Protocol, Berlin, 1911.)

1. The German Home Workers' Conference welcomes the draft of the Home Workers' Act, which has been submitted to the Reichstag for consideration, inasmuch as it constitutes the first attempt to establish legislation for the protection of home workers, and which might further be supplemented by the Labour Councils Act and the Imperial Insurance Code.

It is, however, most necessary that the amendments to the bills adopted by Committees of the Reichstag should be maintained; they are the compulsory wages table and wages books in the case of the Home Workers Act, and the eligibility of Trade Unions officials in connection with the Labour Councils Act, without which the home workers would be deprived of their best representatives.

2. The Home Workers' Conference calls to mind the Home Workers' Exhibition, which was held in Berlin in 1906, the result of which was to impress the people of the German Empire with the extraordinarily low wages earned in home work, and this impression went even far beyond its boundaries. Furthermore, it led to the recognition of the misery and distress of those members of the nation who are engaged in home industries. This state of things has not in any way been altered by the Home Work Bill. The payment for work is still the object of extensive competition and personal option as well, as it still offers scope for the exploitation of need and distress, of ignorance and social irresponsibility.

3. In accordance with the results of the scientific investigations of the nature of home work, and in harmony with the experience gained internationally by practical tests for reform, the Home Workers' Conference declares as follows:—"State protection of the home worker should be exercised first of all in the direction of raising the wages, which are often very low, and force the workers to over-exert themselves and to carry on their work in a manner injurious to health. All the measures following on the lines of the Factory

Laws, however necessary they may be for the common welfare, affect the home worker himself, and make him personally responsible for the consequences of low wages. As a condition for making the worker thus responsible, better wages should be demanded, which would make the home worker more able to comply with the requirements of the law.

4. The fact that this necessity has been recognised everywhere in modern social politics, has already led to useful decisions in the Reichstag, by which, amongst other things, it is declared that one of the tasks of the Labour Councils should be to promote in the home industries wage agreements, and the regulation of rates of wages. In addition to this, the Federal Council or the Central Authority of each State ought to create certain institutions for those industries which most require assistance, which should be authorised to determine, through the elected representatives of the employers and of the workers, under impartial chairmanship, certain rates of wages, which should then become binding in law, and enjoy the protection of the State with respect to their application.

5. Only when the insufficient power of the workmen's organisations has been replaced in these cases by that of the State, in order to obtain and carry through collective agreements, will the honourable employer be freed from sordid competition, and the home worker from the disastrous cutting of wages : only then the weak who have lost all hope will regain the necessary energy for helping themselves : only then will the real protection of home work have been placed on a legal basis.

6. In addition to this principal demand, the Home Workers' Conference again expresses the wishes which have been put forward by the home workers during the last few years in numerous memorials and manifestations, namely :— (1) For the Home Work Act : Imposition of the general duty of registration making the home work subject to the ordinary industrial inspection ; carrying through of sanitary protection ; limiting the exceptions to the most urgent cases ; abbreviation of the transitory provisions ; general introduction of particulars books ; compulsory exhibition of wages-tables ; compensation for involuntary loss of time when collecting or delivering work. (2) For the Labour Councils Act :—Obligation to promote the arrangement and regulation of wages in home industries ; eligibility of trade union officials. (3) For the Imperial Insurance Code :—Extension of the obligation to insurance to all home workers, not only with respect to sickness insurance, but also for all the remaining branches coming under the Imperial Insurance Code.

The German Home Workers' Conference is convinced that the misery prevailing amongst the population devoting itself to home industries can be relieved by the realisation of the above claims, and it therefore trusts that the Federal Council and the Reichstag will give full consideration to its present resolution when discussing and deciding on the question, and ventures to hope that the laws in regard to home industries will be carried through under any circumstances during the present Session.

3.—*Seventh International Trade Union Conference.* Buda-Pest, 11-13th August. (*Soziale Praxis* XX., 1506.)

Legal prohibition of night-work, suppression of home-work.

- 4.—*Eighth Congress of the German Trade Unions.*—Dresden, 26th June, 1911. (Korrespondenzblatt der Generalkommission der Gewerkschaften Deutschlands XXI., 401.)

Reform of home-work ; prohibition of night-work ; Government subsidy for unemployment benefit paid by Trade Unions ; entire prohibition of profit-making employment agencies ; establishment of public general labour exchanges without fees and under joint management ; establishment of a mutual trade union assistance fund ; workmen's insurance ; right of women to vote in connection with social and legal institutions.

- 5.—*Congress of the Belgian Trade Unions.* December, 1910. (Korrespondenzblatt der Generalkommission der Gewerkschaften Deutschlands XXI., 147.)

Organisation of Labour Exchanges :—(1) To be established by the local authorities ; (2) Workers' representatives, to be elected by the workers' organisations only ; (3) Work to be accepted only from employers who are paying the legally fixed minimum wages under the usual and general working conditions ; (4) No workers to be supplied to firms affected in case of a strike or a lock-out ; (5) Aid out of public funds only in the case of conditions (1) to (4) being fulfilled.

- . Wages-tables to be placarded, giving distinct notification, generalisation. Abolition of home-work.

- 6.—*National Congress of Workers.* Barcelona, 30th October to 1st November, 1910. (Boletín del Instituto de Reformas Sociales VII., 517.)

Abolition of piece-work and child labour ; minimum wages ; reduction of rent ; eight hours day.

- 7.—*Tenth Congress of the General Labour League.* Madrid, May, 1911. (Boletín del Instituto de Reformas Sociales VII., 1352.)

Agitation against piece-work ; reduction of working hours ; abolition of home-work and employment of women for night-work.

- 8.—*Meeting of Economic Associations of Funds.* Madrid, 16–18th December, 1910. (Boletín del Instituto de Reformas Sociales VII., 769.)

Representation of the Economic Associations before the Industrial Courts of Arbitration.

- 9.—*Tenth National Congress of Merchants, Manufacturers, and Tradesmen.* Turin, 14–19th May, 1911. (Bollettino dell'Ufficio del lavoro XV., 1397.)

Reform of the Labour Council (equal representation of employers and workers ; direct franchise ; limitation of conciliation functions in the Labour Council as far as possible).

- 10.—*Swiss Labour League.*

(a) The Swiss Labour Congress, Zürich, 16–17th April, 1911 (Zürich Kommissionsverlag der Buchhandlung des Schweiz Grütlivereins, 1911). Intervention in regard to the sickness and accident insurance Act passed by Parliament.

Demands in connection with Bill relating to factories :—(1) Unconditional prohibition of fines ; (2) Protection of workers against disciplinary punishment by notice, etc, in regard to exercising constitutional rights, with respect to military service, or on account of sickness or accident ; (3) Abolition of the " décompte "—i.e., deductions for covering incidental damages ; (4) Maximum of 10 hours for every working day ; maximum week to be refused ; (5) The fixing of Sunday work and Sunday rest, from 8 o'clock Saturday night until 6 or 5 o'clock Monday morning ; (6) Limitation of permission to work at night or on Sundays to a certain number of days per year, as in the case of overtime work ; (7) Unconditional prohibition of overtime work by young workers under 18 years of age ; (8) Prohibition of night-work in bakeries ; (9) Eight weeks' rest for women after confinement ; (10) The regulation relating to the establishment of Boards of Conciliation also to be applied to factories of the Confederation.

(b) Memorial addressed to the Federal Council, dated 11th May, 1911.

Orders for the manufacturing of Federal uniforms other than military uniforms, to be only placed with firms which pay their workers according to a collective agreement made between employer and worker, and recognised by the Confederation. The rates so fixed not to fall below the provisions of the existing Berne Agreement, and employers who evade it to be warned in the contract that they render themselves liable to a cancellation of the said contract. Furthermore, a copy of the rates of wages to be handed to every contracting tailor and be exhibited on the premises (Ferglokalen).

(c) Memorial addressed to the Federal Department of Industry, dated 6th June, 1911. (Zürich Buchdruckerei des Schweiz. Grütlivereins, 1911.)

Draft of a Federal Bill in regard to the apprenticeship indentures of minors.

II.—*Fifth Trade Union Congress of Hungary.* Buda-Pest, 13th August, 1911. (Korrespondenzblatt der Generalkommission der Gewerkschaften Deutschlands XXI., 549.)

Regulation of working hours, or their reduction, by legislation ; execution of work for the State and local authorities during critical times, at wages recognised by the Trade Unions, and which are in force at the time ; legislation for the protection of commercial workers, home-workers, miners, and agricultural workers ; revision of the law relating to sickness insurance, and introduction of compulsory insurance against old age and disablement in connection with widows' and orphans' funds ; extension of insurance liability ; protection of infants and mothers.

12.—*National Congress on Apprenticeship* (Congrès national de l'apprentissage). Roubaix, 2-5th October, 1911. (L'Association Ouvrière, No. 503.)

Compulsory school attendance up to the age of 13, although the leaving certificate may have been obtained prior to the attainment of that age ; abolition of laws detrimental to the apprentice system ; compulsory attendance of courses for apprentices under 18 years of age ; formulation of programmes, conduct and supervision of trade courses to be referred to local committees dealing with questions relating to the apprentice system, which are composed

The reports furnished by the Düsseldorf inspectors are of special importance when considering the above conditions, as the largest number of works, workers, and young workers in Germany are to be found in this district. In a most carefully carried out tabulation of all the forms and details of these undertakings, the inspectors arrive at the final conclusion "that no doubt could possibly be entertained that all work undertaken by young workers during night shifts in rolling mills proper, can either be undertaken by adult workers or by means of mechanical appliances, without any detriment whatsoever to the industry."

The prohibition of night-work for young workers is one of the oldest and most stringent regulations of German legislative protection for the workers. The Federal Council have hitherto granted no exemptions from the said prohibition, except in a few cases of urgency or accident in very few industrial branches, where at the time technical conditions and increase in trade necessitated such a step, and even then for a certain time only, while most stringent protective measures had to be imposed. The result of the official inquiry of 1909 has removed all excuses for granting exemptions to rolling and hammer mills working with continuous fires.

It is accordingly expedient, either immediately after the expiration of the Order of 1902 or after a short transitory period, to prohibit the employment of young workers during night shifts, in accordance with §136 of the Industrial Code, and thereby to insure to young workers the beneficial effects of a regular and uninterrupted night rest.

2.—Stone and Earth Industries.

(a) *Tenth General Meeting of the Central Union of Glassworkers of Both Sexes.* Ilmenau, 22-27th May, 1911 (Korrespondenzblatt der Generalkommission der Gewerkschaften Deutschlands XXI., 360).

Workshop hygiene, good lighting and lofty rooms, good floors, mercury tables, isolated rooms, home workshops to be placed under the supervision of industrial inspectors, shortening of night-work hours, prevention of tuberculosis, home work (establishment of wages boards, limitation, as far as possible, of the home-work industry), abolition of the intermediary master system, question of apprentices (payment by employer).

(b) *International Congress of Glass Workers,* Berlin, 13-16th September, 1911. (Die Gewerkschaft, Neue Folge, XIII., 464.)

(1) Regulation of working hours: (a) Abolition of Sunday work; (b) introduction of one day's rest in the seven for furnace workers; (c) abolition of night-work. (2) Abolition of child labour. (3) Consideration of questions relating to female labour. (4) Protection of health in the glass industry.

(c) *Eighth General Meeting of Male and Female Workers in the Porcelain and Allied Industries.* Berlin, 26th August-1st September, 1911. (Korrespondenzblatt der Generalkommission der Gewerkschaften Deutschlands XXI., 633.)

Necessity of introducing a nine-hours' day in the porcelain industry.

(d) *Society for Social Reform.* Memorial addressed to the Federal Council in regard to the prohibition of employing young workers on night shifts in glass works, etc. Berlin: October, 1911.

The Federal Council is humbly requested to decree, at the impending renewal of the Notification, dated 5th March, 1902, and expiring on 31st March, 1912, which relates to the employment of women and young workers in glass works, glass-grinding plants, glass-etching plants, sand blasts, an unconditional prohibition of the employment of young workers under 16 years of age on night shifts, even in connection with furnace work.

The special measures for the protection of the workers which the Federal Council already considered necessary in the interest of the health of the glass workers in the year 1892, and which, in many instances, go far beyond the general protective regulations established by the Imperial Industrial Code, infringe, just, as regards the important question of boy labour, the principle of protection contained in §§135 and 136 of the Industrial Code, which has been the ideal of German social legislation from the commencement—namely, that a sufficient night's rest should be assured to physically undeveloped boys, until the attainment of at least the 16th year of life. It is a fact that the regulations in regard to exceptions contained in the Notification of 1892-1902, issued by the Federal Council, permit the employment of boys on night shifts in glass-works, especially in connection with the most laborious and the most detrimental work before the furnace, up to six consecutive nights, each shift being of 12 hours' duration, with only two hours' interval. It was principally the idea of supplementing and adding to the nucleus of well-trained workers, thoroughly experienced in all technical questions and acquainted with all processes appertaining to the industry, which, it was contended, could only be realised by the attendance of young assistants to the adult workers at the wearisome process, often lasting more than one day, of preparing and making up the glass in all its stages, which led to the establishment of these far-reaching exemptions.

When, however, in the year 1902, the old regulations regarding exemptions were renewed, the technical and working conditions of the glass industry had already undergone, by that time, such an extensive change that it was impossible to uphold the justification of the employment of young workers on night shifts, in a large number of establishments, by pointing to the requirements of an exhaustive and thorough training. The justification for the performance of night-work is further undermined by the fact that, in the majority of cases, the training of glass workers extends over a period of from eight to twelve years and that the apprentices proper are only chosen from the ranks of the assistants after they have been engaged in this capacity for one or two years, which marks the commencement of their detailed and extensive training in the manufacture of glassware. It is, therefore, perfectly obvious that during a progressive training extended over such lengthy period, the young glass worker will have plenty of time and opportunity, after completing his 16th year, for acquainting himself with all those parts of the working process which can only be studied during night shifts. For the aforementioned reason it is most desirable that, between the 14th and 16th years, during which time of life the development of the body is greatest, the young worker should not be put on night-work.

At the request of the Society for Social Reform, the Imperial Government caused the industrial inspectors to institute further inquiries in 1909 in regard to juvenile labour in glass-works, and the result was that the said inquiry showed the technical conditions of the glass industry and the management of the works to have again made such considerable progress since the year

1902 that the employment at night of young workers in connection with furnace work was altogether unnecessary, both as regards training and the smooth despatch of the work in progress. The said inquiries also proved conclusively that in plants with a less complete technical equipment, personal and economic reasons and long-established practice only too often constitute an important factor regarding the premature employment of boys during night shifts in connection with furnace work.

It was ascertained by means of special inquiries undertaken by the industrial inspectors that out of 6,762 young male workers and 1,339 female workers, employed in German glass works during the year 1909, about 4,109 young male workers, i.e., practically two-thirds (irrespective of the female workers to the number of 1,339) were not employed on night-work of any kind. Over 100 works distributed throughout Germany have brought their smelting and working process to such a pitch of perfection that they are able to cope with the whole of the business during a day of 10 to 12 hours, with the result that night-work has become of infrequent occurrence, not only in the case of young workers, but also that of adult workers. In a small number of other works the regular night employment of young workers only amounts to a few hours, either before 6 o'clock in the morning or after 8 o'clock at night. In about a score of glass-works, on the other hand, the young workers are merely employed for economic reasons, while their work is of a nature which does not render it essential for their training, and for this reason does not in any way supply a justification for exemption from the prohibition of night-work, which is applicable to juvenile labour under certain conditions of the industry. Moreover, industrial inspectors of various districts emphasise with no uncertain voice the fact that in no way can night-work of the aforesaid description be reconciled with a methodical and progressive training of the young worker, and, as a matter of fact, a glass works in Liegnitz has latterly installed a mechanical conveying appliance, and thereby replaced juvenile labour previously employed for that purpose. A number of expert reports of inspectors convey the conviction that inquiries have indisputably proved the superfluity of night-work of any kind by young workers in connection with furnace work, and that the said night-work might be dispensed with without any detrimental results in the training of the young worker or to the industry itself. The contention that it is legally possible to class the juvenile work in connection with the flattening kilns and the smelting furnaces on an equal basis, in obviously untenable. It has, however, been proved by the above-mentioned conditions in numerous works with day-shifts only, that in most cases juvenile night labour in connection with the smelting furnaces, at any rate with tank furnaces with alternating smelting and working shifts, can be dispensed with in up-to-date plants. The only works where the abolition of the night-work of young workers is called upon to overcome a certain amount of difficulty, according to the reports of the inspectors of 1909, are those working with pot furnaces with continuous fires, where uninterrupted smelting and working operations are carried out simultaneously. These difficulties result from the distribution of the dual shift over day and night on account of the customary working co-operation and co-participation in wages of the adult glass worker and the young worker in his capacity as assistant to the former. But even here the said difficulties may be surmounted, as has been done in several works, provided the organisation of the glass-works has been undertaken by a progressive management, by introducing the three and four-shift system (which has already taken place in 18 glass-works) and the employment

of adult assistants on night-shifts. A special legal consideration of these undertakings during a transitory period covering several years would prove quite sufficient to master the said difficulty even in glass works with pot furnaces, and thus ensure that here, too, the unripe, undeveloped body is not deprived of the necessary night's rest during the critical period of development, at least up to the age of 16, which the young glass worker requires much more than other boys of his age on account of the hard and unhealthy work in front of the furnace. However, the old adage, "Where there is a will there is a way," can be most suitably applied to the above-mentioned conditions also, and the opinion of the industrial inspector of Liegnitz (the district with the largest number of glass works), expressed at the conclusion of his inquiries in the year 1909, cannot be too emphatically repeated :

"Any kind of night-work, especially of a regular nature, is most injurious and undesirable from the point of view of the workers' health, and as 45 works (out of a total of 47) are run without the said night-work, a strict prohibition of such work, especially in regard to young workers, must be strongly supported."

It is obvious that, for financial reasons, the interested employers will raise objections against the proposed abolition of the night employment of young workers and against the re-organisation of the management and the re-distribution of the work, which would be necessitated by the said abolition. It is also difficult to deny that some works would be placed on a basis on which they would find it difficult to compete with foreign firms. But this important factor has been fully considered by the Society for Social Reform, which caused this memorial to be submitted, inasmuch as its demands for an increased protection of young workers from the injurious effects of night-work are not limited to the German Empire exclusively, but are at the same time extended, in pursuance of exhaustive discussions and agreements, to all civilised States throughout the world, for the purpose of realising the entire abolition of the night-work of young persons through the agency of all the Sections of the International Association for Labour Legislation. At the general meetings of the International Association for Labour Legislation, which took place in September, 1908 and 1910, at Lucerne and Lugano respectively, an unconditional prohibition of the industrial employment of young workers under 18 years of age for night-work was repeatedly demanded, and it was intended to extend the said prohibition to the glass industry also, allowing a transitory period of not more than five years. It is suggested that during the said transitory period any young worker engaged in the removal of glass from the furnace should only be given night-work on exceptional occasions under the following conditions, viz. : That the duration of night-work be shortened by law, and the number of young workers be kept within the limit required for ensuring a fresh supply of workers for the future.

The foregoing will have made it clear that the sacrifice of private economic interests entailed by the memorial under notice, drawn up and submitted in the interest of the general welfare and health of young workers, with the view of abolishing their employment at night, will be equally distributed over all competitors by international co-operation of the friends of labour legislation throughout the world. It is, therefore, reasonable to expect that the German glass industry will be able to effect, within a short transitory period, and without the danger of financial embarrassment, the modifications of the working organisation necessitated by the prohibition of night work. It is

even possible that the prohibition of the employment of cheap boy labour will give a fresh and healthy impetus to the proprietors of those works which are still behind the times in regard to mechanical equipment, and prompt them immediately to effect changes which, in the course of time, will prove necessary to bring their plants up to date.

3.—Textile Industry.

Eighth International Congress of Textile Workers. Amsterdam, 12-17th June, 1911. (Korrespondenzblatt der Generalkommission der Gewerkschaften Deutschlands, XXI., 535.)

The Congress demanded the eight-hour day; increase of the number of industrial inspectors; extension of the industrial inspection to home-work.

4.—Leather Industry.

Sixth International Glove Makers' Congress. Brussels, 10-14th September, 1910 (Protocol, Berlin, 1911.)

Question of apprentices (employment in workshops only; to be taught only by workers who are not employed in piece-work; training; better wages; number of apprentices); home-work (sanitation; minimum wage; prohibition of home-work on the eves of holidays).

5.—Preparation of Food.

Meeting of the Bakers' Union of Austria. Vienna, 8-10th October, 1911. (Die Gewerkschaft, Neue Folge, XIII., 452.)

(1) Limitation of daily working hours to not more than 10 in small plants; in continuous undertakings and those run on a large scale, to not more than eight, with corresponding intervals. (2) Strict adherence to the "six-shift week"—i.e., granting of one holiday out of seven days. (3) Limitation of overtime. (4) Abolition of regular night-work. (5) Protection of apprentices. (6) Sufficient hygienic regulations. (7) Factory inspectors for bakeries to be appointed. (8) Unconditional prohibition of boarding with employer. (9) Extension of joint management by employers and employed to all public labour exchanges. (10) Establishment of trade schools.

6.—Clothing and Cleaning Industry.

(a) *Second International Conference of Hairdressers.* Zurich, 22-24th August, 1911.

Placing the assistants on an equal basis with the employers in regard to public legal representation of the former.

(b) *Sixth Congress and Third Meeting of the Union of Austrian Hairdressers.* Vienna, 28th and 29th August, 1911. (Die Gewerkschaft, Neue Folge, XIII., 408.)

Legislative regulation of the working hours in the hairdressing trade.

7.—Building Trade.

(a) *Canadian National Association of Builders' Exchanges.* Fifth Annual Meeting, Winnipeg, Man., 1911. ("The Labour Gazette," XI., 1,260.)

Employer's liability legislation; the building trade to be included within the scope of the Industrial Disputes Investigation Act of 1907; amendment of the existing legislation relating to mechanics' liens; support of the Daylight Saving Bill.

(b) *Thirteenth General Conference of the Central Association of Painters, Lacquerers, Decorators, Whitewashers, Etc.* Munich, 8th to 13th May, 1911. (Korrespondenzblatt der Generalkommission der Gewerkschaften Deutschlands, XXI., 312.)

Legal prohibition of the use of all colours containing white lead.

8.—Trade and Commerce.

Extraordinary Meeting of Delegates of the Swiss Commercial Union. Langenthal, 8th October, 1911. (Schweizerischer Kaufmännischer Verein. 38 Jahresbericht.)

Federal legislation to be in the first instance extended to matters concerning the protection of workers and assistants, including apprenticeship and industrial education, and to industrial protection (unfair competition and allied questions); 17 postulates in regard to general questions, work-places, payment of wages, working hours, working regulations, welfare institutions, apprenticeship, system of trade education, supervision, and administration.

III. EMPLOYERS' LIABILITY AND INSURANCE.

1. *Sixth General Congress of German Sick Funds.* Berlin, 30th April, 1911. (Korrespondenzblatt der Generalkommission der Gewerkschaften Deutschlands, XXI., 279.)

Refusal to accept the Imperial Insurance Code.

2. *Meeting in Regard to Insurance Against Accidents in Agriculture* (at the suggestion of the "Ufficio rurale agrario della Società Umanitaria.") Milan, 24th January, 1911. (Bollettino dell'Ufficio del Lavoro, XV., 422.)

Necessity of extending insurance liability also to the owners of small farms; tabulation of conditions of insurance (age, occupational diseases, invalidity, contributions).

3. *Congress of the Association of Italian Agriculturalists.* Rome, 25th February, 1911. (Bollettino dell'Ufficio del lavoro, XV., 740.)

Compulsory insurance of peasants against accidents during work.

CHRONOLOGICAL INDEX OF LAWS AND ORDERS IN VOL. VI. OF THE ENGLISH EDITION OF THE BULLETIN OF THE INTER- NATIONAL LABOUR OFFICE.

(An asterisk denotes that the title and reference only is given in the "Bulletin.")

INTERNATIONAL LABOUR LEGISLATION

1909. Convention between the Governor of the Transvaal and the Portuguese Province of Mozambique. 1st April, pp. XXV., 1.
1910. Note in pursuance of the Convention respecting compensation for injuries resulting from industrial accidents, concluded at Paris on the 21st February, 1906, between France and Belgium. 12th March, pp. CVI., 6.
Arrangements made between the British Secretary of State for the Home Department and the French Ministry of Labour respecting the application of Article 5 of the Anglo-French Convention agreed at Paris on the 3rd July, 1906. November, pp. CVI., 5.
1911. Treaty and Protocol between the United States and Japan. Commerce and Navigation. Signed at Washington, 21st February, 1911; ratification advised by the Senate, with amendment, 24th February, 1911; ratified by the President, 2nd March, 1911; ratified by Japan, 31st March, 1911; ratifications exchanged at Tokyo, 4th April, 1911. Proclaimed, 5th April. pp. XXVI., 7.
- Franco-Danish Treaty of Arbitration. 9th August. pp. XXVI., 229.

NATIONAL LABOUR LEGISLATION

AUSTRIA.

1910. Decree respecting the protection of the health of persons employed in the treatment of rags. 25th January, pp. LVI., 16.
- Decree addressed to all Provincial Authorities respecting the withholding of employment books. 12th April, pp. LXIII., 16.
- Order respecting the duration of the period of employment and the closing hour of shops in the tobacco industry. 2nd May, pp. LXXXIV., 17.
- Decree respecting the period of employment and the closing hour in the shaving, hair-dressing, and wig-making industry. 27th May, pp. LXXXII., 18.
- Decree respecting sanction for industrial work on Sundays in the manufacture of artificial ice. 4th July, pp. LXXXI., 18.
- Decree of the Ministry of Public Works addressed to the Chief Mining Boards. 10th August, pp. LXIX., 19.
- Order respecting Industrial Courts. 8th November, pp. LXXXIX., 22.
- Order making the manufacture of soda water dependent upon the possession of a licence. 29th November, pp. LXXXI., 22.*
- Act relating to the constitution of a Housing Fund. 22nd December, pp. XCVII., 22.

1911. Notification relating to the International Agreement of 26th September, 1906, respecting the prohibition of the night-work of women in industrial occupations. 1st February, pp. XXV., 118.
 Act relating to the prohibition of the night-work of women in industrial undertakings. 21st February, pp. XLIII., 119.
 Decree relating to privileges for home-workers in railway travelling. 3rd March, pp. LXII., 120.
 Order relating to the establishment of a special industrial inspectorate for the building industry in Vienna. 7th May, pp. CI., 120.
 Order by which the Kingdoms and Provinces represented in the Reichsrat are divided into 42 Inspection Districts for the purposes of industrial inspection. 7th May, pp. C., 121.
 Notification issuing, in accordance with §15 of the Act of 22nd December, 1910, relating to the formation of a Fund for the provision of dwellings, the Rules of the Fund formed in pursuance of §1 of this Act. 14th June, pp. XCVIII., 122.*
 Order respecting the observance of Sunday and holiday rest in the offices of lawyers and notaries public. 30th June, pp. LIII., 240.
 Order relating to the permission for night-work by women in certain categories of industrial undertakings. 29th July, pp. XLV., 122.
 Order respecting the formation of Housing Committees. 18th August, pp. XCVIII., 240.*
 Order whereby directions are prepared for protecting the lives and health of workers employed in manufacturing sugar. 22nd August, pp. LXXXI., 241.
 Order whereby special protective measures are decreed for the life and health of workmen employed in industrial concerns in which printing, lithography, and type-casting are carried on. 23rd August, pp. LXXXIII., 246.
 Order promulgating directions for the protection of the life and health of workers employed in paper mills. 25th September, pp. LXXX., 255.

BAHAMA ISLANDS.

1908. An Act to prevent the landing of immigrant paupers and stowaways. 8th June, pp., LXVI., 41.*
 1909. An Act for the protection of emigrant labourers. 23rd August, pp. LXVI., 41.*

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1910. Decree. Contract for the hiring and recruiting of labourers. 17th August, pp. LXIII., 157.
 Order. Contracts for the hiring of labour. Formality of the ratification. 17th November, p. 162.*
 Order. Permit for recruiting labourers. Formalities. 24th December, p. 162.*

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1910. Codified Act relating to Trade Councils. 15th May, pp. XC., 132.
 Royal Order establishing for the financial year 1909 the distribution of Guarantee Funds instituted by the Act of 24th December, 1903, in respect of compensation for injuries resulting from industrial accidents. 30th June, pp. CXXIV., 123.*
 Royal Order relating to the sale, carriage, and use of white lead in powder, lumps, or cakes, intended for purposes other than painting work. 20th July, pp. LVI., 123.
 Ministerial Order concerning the Order form and the permit of circulation provided in §§2 and 4 of the Royal Decree, dated 20th July, 1910. 25th July, pp. LVI., 124.*
 Royal Order concerning the use of white lead in builders' painting operations. 25th July, pp. LVI., 124.
 Royal Order relating to safe working conditions in harbours; revision of §§2 of the Royal Order dated 20th November, 1906. 7th September, pp. LXXXV., 126.
 Ministerial Order drawn up in pursuance of §8, paragraph 5, of the Royal Order dated 25th July, 1910, concerning the use of white lead in builders' painting operations. 14th September, pp. LVI., 127.*
 Royal Order relating to the manufacture of white lead and other lead compounds. 5th November, pp. LVII., 127.

- Royal Order. Trade Councils. Enforcement of the Act dated 15th May, 1910. Inclusion of workmen and employees on voting lists, 12th November, p. 148.*
- Royal Order. Trade Councils. Coming into force of the Act dated 15th May, 1910. Revision of voting lists, 14th November, p. 148.*
- Ministerial Order. Trade Councils. Enforcement of the Act dated 15th May, 1910. Lists of workmen and employees, 15th November, p. 149.*
- Royal Order relating to the application to syrup factories of §5, paragraph 2, of the Act dated 17th July, 1905, in reference to Sunday rest. 3rd December, pp. LIV., 131.
- Royal Order regarding the safety and health of workmen in mines. 10th December, pp. LXX., 131.
- Act relating to the Industrial and Commercial Census. 14th December, pp. C., 149.*
- Royal Order. Industrial and Commercial Census up to 31st December, 1910. 15th December, pp. C., 149.*
- Royal Order regarding the duration of the working day in mines. 29th December, pp. LXX., 131.*
- Royal Order. Manufacture of sulphide and hydrosulphate of soda, hydrogen peroxide, sulphuric acid, and alkaline sulphoricates and antimony salts, by the action of acids upon antimony oxide. 30th December, pp. LVII., 149.
- Royal Order. Manufacture of chromates and colours containing the same. Classification. 30th December, pp. LVII., 149.
1911. Royal Order. Establishment of a permanent Committee of the recognised Trade Unions, of the Labour Exchanges under joint management, and of Insurance Institutions against involuntary unemployment. 30th January, pp. LXXXVIII., 150.
- Royal Order. Homework on skins and hair. Classification. 28th February, pp. LVII., 151.
- An Act extending until 1912 the function of members of the Industrial and Labour Councils expiring in 1911. 25th March, pp. CI., 151.*
- Royal Order. Enforcement of the Act dated 15th May, 1910, relating to Trade Councils. Coming into force. 12th May, p. 151.*
- Act referring to Old Age Pensions granted to miners. 5th June, pp. LXXI., CXXVII., 151.
- Act completing and amending the Acts dated 21st April, 1810, and 2nd May, 1836, relating to mines, mining works, and quarries. 5th June, pp. LXXI., 154.
- Royal Order. Coming into force of the Act dated 15th May, 1910. Accounts of Trade Councils. Observance of the provisions of Royal Order dated 22nd October, 1894. 24th June, pp. CXXIV., 156.*
- Royal Order establishing for the financial year 1910 the contribution to the Guarantee Funds established by the Act dated 24th December, 1903, relating to compensation for injuries resulting from industrial accidents. 24th June, p. 156.*
- Act relating to the Prohibition of Night Work for Women employed in industrial concerns. 10th August, pp. XLV., 156.

CANADA (Dominion).

1910. An Act to amend the Industrial Disputes Investigation Act, 1907. 4th May, pp. XCII., 40.

CHILE.

1906. General Act relating to workmen's dwellings. 20th February, pp. XCVIII., 162.*
- Regulations relating to workmen's dwellings. 17th September, pp. XCVIII., 162.*
1907. Act No. 1969, authorising a loan to the amount of 6 million pesos for the erection of workmen's dwellings in cities of the Republic having a population of more than 8,000 inhabitants. 16th July, pp. XCVIII., 162.*

CYPRUS.

1907. A Law to prescribe working and transaction hours on Sundays for public-houses. 4th April, pp. LIV., 39.*
- A Law to provide for the inspection of steam boilers. 10th May, pp. CI., 39.*
1908. A Law to prescribe working hours on Sundays for Greek Orthodox Christians. 2nd June, pp. LIV., 40.

DENMARK.

1909. Notification granting State recognition as a sick fund to the "Sickness Insurance Fund for Foreign Agricultural Workmen." 16th February, pp. CVI., 25.*
Notification allowing exceptions to the prohibition of work in factories, etc., on festivals of the National Church. 26th February, pp. LIV., 25.
1910. Notification respecting the inclusion of marl pits among the undertakings named in §1 (2) of the Act (No. 151) of 27th May, 1908, relating to insurance against the consequences of accidents in agriculture, forestry, gardening, etc. 11th January, pp. CXXIV., 26.*
Notification amending §13 of the Order (No. 4), 9th January, 1904, relating to printing works and type foundries. 17th January, pp. LXXXIV., 26.*
Notification amending the Order issued by the Minister of the Interior, in pursuance of §8 of the Act of 11th April, 1901 (No. 11), relating to work in factories. 16th March, pp. XXVI., 26.*
Act relating to measures to be adopted in case of exceptional unemployment. 16th April, pp. LXXXVIII., 26.*

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1907. Decree containing regulations for steam appliances on land. 9th October, pp. CI., 163.*
1909. Circular relating to legal judgments on the nullity of agreements and of conciliatory arrangements opposed to the provisions of the law relating to industrial accidents. 11th October, pp. CXXIV., 163.*
1910. Memorandum in pursuance of an agreement relating to compensation for injuries resulting from industrial accidents, signed in Paris on 21st February, 1909, between France and Belgium. 12th March, p. 163.*
Circular relating to the medical superintendence of workmen exposed to lead-poisoning. 25th March, pp. LVII., 163.*
Decree relating to the regulation of the public service for the enforcement of the Act, 12th July, 1909, regarding the constitution of a family property not liable to seizure. 26th March, pp. XCIX., 163.*
Circular relating to the application of the Decree of 17th February, 1910, respecting the limitation of industries authorised for night-work and the issuing of a warning in case of relaxation of the legal time limit for work. 30th March, pp. XLVI., 163.*
Decree prohibiting the sleeping of workmen on plaster kilns. 4th April, pp. LVII., 163.*
Decree making the Act of 17th April, 1907, on the security of maritime navigation and the regulations for work on board merchant ships, applicable to Algeria. 7th April, pp. LXXXVI., 164.*
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§§70, 71, and 72 of the Financial Act relating to the funds of invalids in the Navy and to the Insurance Funds of French sailors. 8th April, pp. CI CXXIX., 164.*
§95 of the Financial Act relating to pensions of workmen in tobacco factories. 8th April, pp. CXXIX., 164.*
§100 of the Financial Act relating to Advisory Councils of Labour. 8th April, p. 164.*
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§126 of the Financial Act in regard to superannuation of employees on branch railways of local interest and tramways. 8th April, pp. CXXIX., 164.*
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Decree amending the Decree of 15th December, 1908, on the health and security of workmen in workplaces where compressed air is used. 21st April, pp. LVII., 165.*
Decree confirming an addition to the Decree of 9th October, 1907, regulating the use of steam appliances working on land. 25th April, pp. CI., 165.*
Act amending §33 of the Act of 14th July, 1908, concerning the pensions on the funds of Navy invalids. 2nd May, pp. CXXIX., 165.*
Circular of the Minister of Labour on the application of the Decree of 28th December, 1909, relating to the surcharges of children and women. 3rd May, pp. XLVII., 165.*

- Decree extending to china decoration workshops the relaxations of the Regulations relating to the time limit of work for children under 18 years of age, and of women. 12th May, pp. XLVII., 165.
- Circular on the conditions of work under contracts entered into in the name of the State of the Departments of the Commune and of public establishments (statements of salaries). Means of supervision. 14th May, pp. LXVI., 166.*
- Decree relating to the sanitary arrangements of establishments where the workers are exposed to anthrax infection. 22nd August, pp. LVII., 169.
- Decree determining relaxations of the general Regulations for the weekly rest as regards special workers employed in works where continuous furnaces are used. 31st August, pp. LIV., 166.
- Decree notifying the promulgation of the International Convention relating to the prohibition of night-work by women in industrial occupations, signed at Berne on the 26th September, 1906. 13th September, pp. XXV., 168.
- Decree notifying the promulgation of the Franco-British Convention of 3rd July, 1909, concerning compensation for damages resulting from accidents during work. 28th October, pp. CXXIV., 169.
1911. Decree prescribing sanitary measures to be taken in the industry of fur-cutting. 2nd June, pp. LXXX., 172.

GERMANY.

EMPIRE.

1910. Notification respecting the employment of women in dairies and establishments where milk is sterilised. 4th June, pp. XLVII., 9.
- Notification issuing regulations in pursuance of the Act relating to the sale of potash. 9th July, pp. CI., 10.
- Notification respecting the management of zinc foundries. 25th November, pp. XLVII., 10.
- Notification respecting the depositing by Germany, Austria-Hungary, Belgium, France, Great Britain and Ireland, Luxemburg, The Netherlands, Portugal, and Switzerland of their ratifications of the International Convention respecting the night-work of women in industrial occupations, signed at Berne on 26th September, 1906, and respecting the adhesion of Italy and Sweden to the said Convention. 31st December, pp. XXV., 11.
- Notification respecting the depositing by Germany, Denmark, France, Luxemburg, The Netherlands, and Switzerland of their ratifications of the International Convention respecting the prohibition of the use of white (yellow) phosphorus in the manufacture of matches, signed at Berne on 26th September, 1906, and respecting the adhesion of Italy, Great Britain and Ireland, and Spain, to the said Convention. 31st December, pp. XXV., 12.
- Rules for the Prevention of Accidents. Sanctioned by the State Insurance Office. pp. CXXIV., CXXV., 13.*
1911. Notification respecting the Regulations for the administration of the Act relating to the sale of potash. 5th April, pp. LXXI., 101.
- Notification relating to the accession of the South African Union and of Southern Rhodesia to the International Convention, signed in Berne on 26th September, 1906, prohibiting the use of white (yellow) phosphorus in the manufacture of matches. 28th April, pp. XXV., 103.
- Rules for the Prevention of Accidents. Sanctioned by the State Insurance Office. pp. CXXV., 103.*
- Imperial Insurance Code. 19th July, pp. CVII., 231.*
- Introductory Law to the Imperial Insurance Code. 19th July, pp. CX., 231.*

FEDERAL STATES: *Bavaria.*

1909. Decree with reference to safety directions for lifts. 11th August, pp. LIX., 107.*
- Notification with reference to the prevention of accidents in building operations. 26th August, pp. LXXXII., 108.*
1911. Notification with reference to safety directions for lifts. 17th March, pp. LIX., 108.*
- Notification with reference to the extension of compulsory insurance against sickness. 5th May, pp. CXXIII., 108.*

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1910. Notification of the Sanitary Board relating to the times of rest for workers employed in chemists' shops. 13th May, pp. LXXXV., 117.*

- Order relating to the closing of shops at 8 o'clock in the town of Vegesack. 31st July, pp. LXXXV., 117.*
- Notification relating to the employment of young persons and women. 31st August, pp. XXVII., 118.*
- Order relating to the Harbour Inspector of the Town of Bremen. 9th December, pp. CI., 118.*
- Order relating to the closing of shops at 8 o'clock in the Town of Bremerhaven. 25th December, pp. LXXXV., 118.*
- Order with reference to the amendment of the Order relating to the closing of shops at 8 o'clock in the Town of Bremerhaven. 31st December, pp. LXXXV., 118.*

Brunswick.

1909. Act relating to the establishment and management of slaughter-houses and premises in which meat and sausages are prepared for sale, as also the traffic in meat. 22nd June, pp. LXXXI., 115.*
- Act relating to the amendment of the Mining Act for the Duchy of Brunswick of 19th April, 1867 (No. 23). 23rd October, pp. CXXIII., 116.*
- Notification for the administration of the Industrial Code. 22nd December, pp. XXVII., 116.*
- Notification relating to the employment of young persons in the preparation of fibres, hair of animals, cuttings, or rags. 8th December, 1909-23rd December, 1909, pp. XLVIII., 116.*

Hamburg.

1910. Notification relating to the employment of young persons and women (No. 2). 2nd February, pp. XXVII., 118.*

Hesse.

1909. Notification of amendment of the instructions for carrying out the Act relating to the employment of children in industrial establishments, of the 30th March, 1903. 6th May, pp. XLVIII., 114.
- Notifications relating to the conditions existing in the case of industrial workers exclusive of works officials, foremen, and technologists. 23rd December, pp. XXVII., 115.*

Lubeck.

1909. Order relating to the protection of workmen in the building trade against dangers to life and health. 13th January, pp. LXXXIII., 117.*
- Order relating to Sunday rest in the baking industry. 15th May, pp. LXXXI., 117.

Mecklenburg-Strelitz.

1909. Rules for the regulation of apprenticeship in works carried on by hand labour. 2nd June, pp. XLVIII., 115.*
- Notification concerning the Rules for regulating apprenticeship in works carried on by hand labour. 16th October, pp. XLVIII., 115.*

Prussia.

1910. Ministerial Decree respecting the inspection of industrial establishments by the District Medical Officers on the occasion of local inspections. 14th March, pp. CI., 13.*
- Ministerial Decree respecting rules for the protection of workmen employed in sawing artificial stone. 7th May, pp. LXXVIII., 13.*
- Ministerial Decree respecting the manufacture of celluloid goods and the storage of celluloid. 7th May, pp. LVIII., LXXIX., 14.*
- Ministerial Decree respecting Sunday rest in the clothing trade. 19th May, pp. LV., LXXXII., 14.*
- Ministerial Decree to administrative Presidents respecting Competition Clauses. 16th June, pp. LXIII., 14.*
- Ministerial Decree to representative Commercial bodies respecting Competition Clauses. 16th June, pp. LXIII., 14.*
- Ministerial Decree respecting the employment of women in dairies, etc. 18th June, pp. XLVII., 14.*
- Ministerial Decree respecting establishments where painting, decorating, plastering, coopering, or varnishing is carried on. 5th July, pp. LXXXII., 14.*

Ministerial Decree respecting the annual reports of the inspecting officials. 20th July, pp. CI., 15.*

Act sanctioning additional Exchequer grants for the purpose of improving the housing conditions of workmen employed in State undertakings and of State officials in receipt of small salaries. 25th July, p. 15.*

Ministerial Decree respecting the establishment of air gas works. 21st September, pp. LVIII., 15.*

Ministerial Decree respecting the Act relating to employment agents. 28th September, pp. LXXXIX., 15.*

Ministerial Decree respecting the protection of workmen employed on buildings. 14th October, pp. LXXXII., 15.*

Ministerial Decree respecting the employment of women in dairies, etc. 2nd December, pp. XLVII., 15.*

Ministerial Decree respecting rules of employment in hotels and public-houses. 3rd December, pp. LXXXVI., 16.*

Ministerial Decree respecting the trade in ferrosilicium. 9th December, pp. LVIII., 16.*

Rules respecting the constitution and procedure of mining deputations. 13th December, pp. CII., 16.*

Decree relating to protection of workers against the dangers of anthrax. 20th December, pp. LVIII., 105.*

Decree relating to the establishment and management of horse-hair, spinning mills, factories for dressing hair and bristles, etc. 23rd December, pp. LXXX., 105.*

1911. Decree relating to the establishment and management of metal pickling factories. 8th February, pp. LXXIX., 105.

Decree with reference to Sunday rest in establishments in the clothing industry. 22nd April, pp. LXXXII., 107.*

Decree with reference to bookstalls at railway stations. 2nd May, pp. LXXXV., 107.*

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Decree with reference to the supervision of Communal Labour Exchanges. 12th May, pp. LXXXIX., 107.*

Decree with reference to the establishment and working of factories for the production, etc., of nitro- and amidol-compounds. 21st October, pp. LXXIX., 231.

Reuss (Elder Line).

1909. Government Notification for carrying out the Regulations of the Federal Council for regular statistics of cases of anthrax in men. 31st December, pp. LIX., 117.*

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1909. Order relating to the duty of reporting persons suffering from, and deaths occasioned by, anthrax. 22nd November, pp. LIX., 108.

Order with reference to the modification of Supplements III. and IV. to the Order relating to the administration of the Industrial Code for the German Empire of the 28th March, 1892. 4th December, pp. XXVII., 112.*

Notification with reference to workshops with motor power. 4th December, pp. XXVII., 112.*

Order with reference to the police inspection of boilers. 10th December, pp. LIX., 112.*

Order with reference to work certificates and work books of workmen employed in mines. 21st December, pp. LXXI., 112.*

Order with reference to Mining Arbitration Courts. 24th December, pp. LXXI., 113.*

1910. Order with reference to the training, preparatory service, and the proof of qualification of Industrial Inspectors. 20th June, pp. CII., 113.*

Schwarzburg-Sondershausen.

1909. Ministerial Notification for the further administration of the Imperial Act of 30th May, 1908, relating to the amendment of the Industrial Code. 22nd March, pp. XXVII., 116.*

- Order relating to the administration of the Notification of the Imperial Chancellor of 31st May, 1909, respecting the establishment and management of stone quarries and stone-cutting works (stone masonry works). 22nd June, pp. LXXVIII., 116.*
- Order relating to the administration of the Notification of the Imperial Chancellor of 8th December, 1909, respecting the employment of young persons in the treatment of fibres, animal hair, cuttings, or rags. 24th December, pp. XLVIII., 116.*
1910. Ministerial Notification relating to the further administration of the Imperial Act of 28th December, 1908, relating to the amendment of the Industrial Code. 28th February, pp. XXVII., 117.*

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1909. Decree relating to the establishment and management of industrial establishments in which Thomas slag is ground or Thomas slag sand is stored. 30th July, pp. LXXIX., 113.*
- Decree with reference to the execution of the Imperial Act of 28th December, 1908, amending the Industrial Code. 9th September, pp. XXVII., 113.*
- Order relating to the lists of the industrial establishments subject to industrial inspection. 9th September, pp. XXVII., 113.*
- Notification relating to the text of the Decree of 26th March, 1892, relating to the execution of the Industrial Code. 9th September, pp. XXVII., 113.*
- Decree relating to the execution of the Industrial Code of 26th March, 1892. 9th September, pp. XXVII., 114.*
- Decree relating to the drawing up of statistics of cases of anthrax in men. 21st October, pp. LIX., 114.*
- Decree relating to the employment of women and young persons. 13th December, pp. XXVII., 114.*
- Decree relating to the execution of a Regulation respecting the establishment and management of stone quarries and stone cutting works (stone masonry works). 17th December, pp. LXXVIII., 114.*
- Decree relating to the execution of the Regulations respecting the employment of young persons in the treatment of fibres, hair of animals, cuttings or rags. 17th December, pp. XLVIII., 114.*
1910. Instructions relating to the application of the Industrial Code. 27th February, pp. XXVII., 238.*
- Notification relating to the provisions for guarding against accidents issued by the Württemberg Building Trade Societies. 23rd August, pp. CXXV., 238.*
- Instructions relating to the provision of motive power in undertakings subject to industrial inspection. 30th August, pp. CII., 238.*
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- Decree relating to factories for the production of celluloid goods and to celluloid warehouses. 25th December, pp. LXXIX., 238.*
1911. Instructions relating to the protection of workers engaged in building operations. 10th May, pp. LXXXIII., 238.*
- Instructions relating to the co-operation of the schools in the application of the Imperial Act of 30th March, 1903, respecting child labour in industrial undertakings. 2nd October, pp. XLVIII., 239.

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1910. Order of the Governor of Cameroon relating to the modification of the Order regarding the unloading and loading of ocean vessels on Sundays and holidays, dated 24th May, 1909. 5th March, pp. LXXXVI., 104.*

German East Africa.

1909. Order of the Governor of German East Africa relating to the punishment of natives for breach of contract. 7th December, pp. LXVII., 104.*

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1907. Order of the Governor of German South-West Africa relating to contracts for service and labour made with natives of the South-West African Protectorate. 18th August, pp. LXVII., 104.*
1910. Order of the Governor of German South-West Africa, supplemental to the Order dated 15th December, 1905, relating to the immigration into the German South-West African Protectorate. 27th September, p. 104.*

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1910. Order of the Governor of Samoa relating to the modifications of the Order regarding Chinese labourers working by contract, dated 25th April, 1905, and 16th November, 1909. 18th June, pp. LXVII., 104.*

GREAT BRITAIN & IRELAND.

1909. Regulations made by the Secretary of State, under §1 (5) of the Coal Mines Regulation Act, 1908. 15th May, pp. LXXII., 32.*
- An Act to authorise the making of such modifications in the Workmen's Compensation Act, 1906, in its application to French citizens, as may be necessary to give effect to a Convention between His Majesty and the President of the French Republic. 20th October, p. 32.
- An Act to amend the law relating to the Housing of the Working Classes, to provide for the making of Town Planning Schemes, and to make further provision with respect to the appointment and duties of County Medical Officers of Health, and to provide for the establishment of Public Health and Housing Committees of County Councils. 3rd December, pp. XCIX. 32.*
1910. An Act to make provision with respect to organisation for the purpose of rescue and aid in the case of accidents in mines. 3rd August, pp. LXXII., 32.
- Regulations establishing a Trade Board, under §11 of the Trade Boards Act, 1909, for the making of boxes or parts thereof made wholly or partially of paper, cardboard, chip or similar material in Ireland. 23rd August, pp. LXII., 34.
- Regulations establishing a Trade Board, under §11 of the Trade Boards Act, 1909, for the ready-made and wholesale bespoke tailoring trade in Ireland engaged in making garments to be worn by male persons. 23rd August, pp. LXII., 34.
- An Act to enable certain Local Education Authorities to give boys and girls information, advice and assistance with respect to the choice of employment. 28th November, pp. XLVIII., 36.
- The Explosives in Coal Mines Order of the 16th December, pp. LXXIII., 36.*
1911. Special Rules with regard to registration of juvenile applicants in Ireland made in pursuance of Regulation No. IX. of the General Regulations for Labour Exchanges managed by the Board of Trade. 11th January, pp. LXXXIX., 259.
- The Homework Order of 10th April, pp. LXII., 36.
- The Explosives in Coal Mines Order of 22nd April, pp. LXXIII., 39.*
- Order of the Secretary of State applying the provisions of §116 of the Factory and Workshop Act, 1901 (1 Edw. VII., c 22), with modifications, to factories and workshops in which the making of iron safes is carried on. 29th April, pp. LXII., 260.
- Regulation made by the Board of Trade varying the Regulations of 22nd July, 1910, under §12 of the Trade Boards Act, 1909 (9 Edw. VII., c. 22), as to the constitution of District Trade Committees. 11th May, pp. LXII., 261.
- The Housing, etc. (form of Compulsory Purchase Order, etc.) Order. 14th June, pp. C., 262.*
- Order of the Secretary of State granting special exception: limewashing, etc. 1st July, pp. LX., 262.
- Regulations made by the Secretary of State for the smelting of materials containing lead, the manufacture of red or orange lead, and the manufacture of flaked litharge. 12th August, pp. LX., 263.

ICELAND.

1909. Act relating to general relief of the aged. 9th July, pp. CXXIX., 174.
- Act relating to commercial apprenticeship. 30th July, pp. XLVIII., 177.
- Mining Law No. 57. 30th July, pp. LXXIII., 178.

INDIA.

1911. An Act to consolidate and amend the law regulating labour in factories. 24th March, pp. XXVII., 71.

ITALY.

1910. Act relating to the putting into operation of the International Convention respecting the prohibition of the use of white phosphorus in the manufacture of matches, concluded at Berne on 26th September, 1906. 23rd June, p. 84.
- Act to amend §2 of the Codified Text of the Act of 10th November, 1906, relating to the employment of women and children. 3rd July, pp. LXIX., 84.

JAPAN.

1911. Factory Act. 28th March, pp. XXXI., 267.

LUXEMBURG.

1911. Act relating to old age pensions and insurance against invalidity. 6th May, pp. CXXX., 270.
Decree containing Regulations for carrying out §71 [(1), (2), and last paragraph] and §78 of the Act of 6th May, 1911, relating to insurance against old age and invalidity. 5th June, pp. CXXXI., 295.

MONTENEGRO.

1911. Act relating to privileges (concessions) and the promotion of national trade (industries). 18th February-3rd March, pp. CXXIII., 179.

THE NETHERLANDS.

1909. Act containing regulations respecting the prevention of shipping accidents, respecting the holding of inquiries into shipping accidents, and respecting disciplinary measures affecting the captain, the crew, or the engineers (Shipping Act). 1st July, pp. LXXXVI., 85.*
Decree to further amend the Royal Decree of 18th March, 1903, in its final form as amended by the Royal Decree of 30th August, 1906, and to introduce general regulations in pursuance of §5, paragraph 4, of the Labour Act. 10th August, pp. L., 85.*
1909. Decree to further amend the Royal Decree of 7th December, 1896, in its final form as amended by the Royal Decree of 16th March, 1903, to introduce general regulations in pursuance of §§6 and 7 of the Safety Act, and to revise certain provisions of the said Decree. 10th August, pp. LX., CII., 85.
Decree to amend the Royal Decree of 26th January, 1907, and to introduce general regulations in pursuance of §1 of the Caisson Act of 1905. 10th August, pp. CII., 87.*
Decree to further amend the Royal Decree of 5th December, 1902, in its final form, as amended by the Royal Decree of 18th June, 1909, and to introduce general regulations in pursuance of §52, paragraphs 2 and 3, and §59 [(1), (3) and (4) of the Accident Act of 1901. 21st September, pp. CXXVI., 87.*
Decree fixing the date on which the Shipping Act, with the exception of the provision of §§3 and 4, shall come into operation. 22nd September, pp. LXXXVI., 87.*
Decree introducing general regulations in pursuance of §§5, 9 and 17 of the Shipping Act. 22nd September, pp. LXXXVI., 87.*
Decree relating to the administration of §10 of the Shipping Act. 22nd September, pp. LXXXVI., 88.*
Decree fixing the date on which §§3 and 4 of the Shipping Act shall come into operation. 22nd September, pp. LXXXVI., 88.*
Decree naming the private inquiry offices recognised in pursuance of the Shipping Act. 2nd October, pp. LXXXVI., 88.*
Decree relating to the administration of §67, paragraph 1 (a), of the Shipping Act. 2nd October, pp. LXXXVI., 88.*
Decree relating to the administration of §§22 and 23, paragraphs 8 and 9, of the Shipping Act. 5th October, pp. LXXXVI., 88.*
1910. Decree relating to the administration of §67, paragraph 1 (a), of the Shipping Act. 3rd February, pp. LXXXVI., 88.*
Decree to rescind the Royal Decree of 18th March, 1903, in its final form, as amended by the Royal Decree of 10th August, 1909, and to introduce general regulations, in pursuance of §5, paragraph 4, of the Labour Act. 14th February, pp. L., 88.
Act to amend §§36, 38, 40, 52, paragraphs 1 and 76, of the Accident Act of 1901, and to insert a Section between §§90 and 91 of the said Act. 15th July, pp. CXXVI., 91.
Decree publishing the Text of the Act of 2nd January, 1901, as amended and supplemented by the Acts of 3rd February, 1902; 13th January, 1908; 13th February, 1909; 12th June, 1909; 30th June, 1909; 1st July, 1909; and 15th June, 1910. 26th July, pp. CXXVI., 92.*
Decree to amend the Royal Decree of 12th July, 1909. 27th July, pp. LI., 92

Decree to amend §§27 and 28 of the Royal Decree of 5th December, 1902, in its final form as amended by the Royal Decree of 21st September, 1909, to introduce general regulations in pursuance of §52, paragraphs 2 and 3, and §59 (1), (3) and (4), of the Accident Act of 1901, and to amend §3 of the Royal Decree of 1st October, 1906, as amended by the first-named Royal Decree. 22nd August, pp. CXXVI., 93.*

Decree to amend the Royal Decree of 18th June, 1909, to revise the general regulations introduced by §71 of the Accident Act of 1901. 7th November, pp. CXXVI., 93.*

Decree to further amend the Royal Decree of 5th December, 1902, in its final form as amended by the Royal Decree of 22nd August, 1910, and to introduce general regulations in pursuance of §52, paragraphs 2 and 3, and §59, (1), (3) and (4), of the Accident Act of 1901. 7th November, pp. CXXVI., 94.*

Decree introducing general regulations in pursuance of §45 of the Accident Act, 1901. 7th November, pp. CXXVI., 94.*

NEW ZEALAND.

1910. An Act to prohibit the importation, manufacture, and sale of matches made with white phosphorus. 17th September, pp. LXI., 266.

An Act to amend the Industrial Conciliation and Arbitration Act, 1908. 3rd December, pp. XCII., 41.

An Act to amend the Shops and Offices Act, 1908. 3rd December, pp. LXXXVII., 42.

An Act to amend the Factories Act, 1908. 3rd December, pp. XL., 46.

NORWAY.

1910. Act to amend the Act relating to the inspection of work in factories, etc., of 10th September, 1909. 25th July, pp. CIII., 179.

PERU.

1911. Act relating to accidents to workmen. 20th January, pp. CXXVI., 179.

PORTUGAL.

1908. Law promulgated in adherence to the Convention concluded at Berne between Portugal and other nations, for the prohibition of night-work by women employed in industrial undertakings. 17th September, p. 301.

1911. Decree coming into force on 8th March, 1911, in substitution of that of 9th January, which established the weekly rest. 8th March, pp. LV., 189.

Decree relating to night-work of women in industrial establishments. 24th June, pp. LI., 188.

SERVIA.

1910. Industrial Act. 29th June-12th July. pp. XL., 191.

SOUTH AFRICA.

UNION:

1911. Act to consolidate and amend the laws in force in the Union relating to the operating of mines, works and machinery, and to certificates. 15th April, pp. LXXIII., 63.

PROVINCES:

1910. *Natal*. Rules framed and made by the Indian Immigration Trust Board, with the approval of His Excellency the Governor in Council, under the authority of §116 of Law 25 of 1891. 27th May, pp. L., 49.

1909. *Transvaal*. An Act to establish a Department of Labour in the Colony to aid in the prevention of strikes amongst employees or lock-outs by employers, and to make provision for the settlement of industrial disputes by conciliation after investigation. 7th July, pp. XCVI., 50.

SPAIN.

1907. Royal Decree respecting the creation in the Ministry of the Interior of a special Department for Social Reform, which shall be under the control of the Under-Secretary of State for the Interior. 4th June, pp. CIII., 26.

1909. Royal Decree dictating instructions which shall be followed in carrying on the work of inspection by the local and provisional Social Reform Councils. 2nd July, pp. CIII., 302.

Royal Order dictating the instructions to which the Labour Statistics Service, and the Local and Provincial Social Reform Councils shall conform. 2nd July, pp. CIII., 308.

1910. Royal Decree instructing the "Instituto Nacional de Prevision," in pursuance of the provision contained in §14 (18) of their Statutes, to draw up a measure for the organisation of the services referred to. 5th March, pp. CXXXII., 310.*
- Royal Order addressed to the Civil Governors, relating to the certificates required by the law for regulating the work of women and children, and the Rules for its application. 6th July, pp. L., 310.*
- Royal Decree sanctioning the Rules for the management and financial arrangements of the National Insurance Institution, and directing that the said Rules shall come into operation immediately. 17th August, pp. CXXXII., 27.*
- Royal Decree ordering a public inquiry to be held and a report to be furnished in writing on the conditions of work in mines and the regulations required for such undertakings. 18th August, pp. CV., 27.*
- Rules respecting the management of the National Insurance Institution. Sanctioned by Royal Decree on 20th August, pp. CXXXII., 27.*
- Royal Order temporarily prohibiting emigration to Brazil by free ticket. 26th August, pp. LXVIII., 310.*
- Royal Order authorising the Minister of the Interior to lay before the Cortes a Bill relating to the prohibition of the night-work of women. 27th September, pp. XLIX., 27.*
- Royal Order directing that the Minister of the Interior, after consultation with the National Insurance Institution, shall insert in the Estimates Bill an appropriation for the provision of Old Age Pensions for persons employed by the Ministry of the Interior in manual work, whose wages are less than 1,500 pesetas per annum and who are not entitled to pensions. 29th September, pp. CXXXII., 27.*
- Royal Order creating an Advisory Committee for Industry, Labour, Commerce and Waterways. 7th October, pp. CIII., 28.*
- Royal Order requiring that engineers in charge of apparatus for raising up and lowering workmen, of draining operations and of transport by means of cables, inclined planes and mines railways, shall be in possession of an industrial certificate showing that they are suitable persons to tend the apparatus and engines; or else of a certificate of capacity granted by a director with technical qualifications of an undertaking where they have been employed. 12th November, pp. LXXVIII., 28.*
- Royal Decree requiring the local Governor to notify the Central Emigration Committee when such a large number of persons intend to emigrate together from their Provinces as to constitute a collective emigration. 29th November, pp. LXVII., 28.*
- Royal Decree respecting the creation in the Ministry of Public Works of a Department for Commerce, Industry and Labour. 2nd December, pp. CIII., 28.*
- Royal Decree respecting the exemption, in conformity with the enactments in force, of popular coffee-houses from the requirements of the Sunday Rest Act. 5th December, pp. LV., 28.*
- Royal Decree directing that cigarette papers shall be included amongst the goods which may lawfully be sold on Sundays at places of sale belonging to the Tobacco Monopoly Company. 19th December, pp. LVI., 28.*
- Act establishing a maximum working day in mining undertakings. 27th December, pp. LXXIV., 29.
1911. Royal Decree commanding that all matters relating to emigration, regulated by the law of 21st December, 1907, shall in future be under the control of the Minister of Public Works. 21st January, pp. LXIX., 311.*
- Royal Decree amending §§15, 38 and 68 of the Regulations of the "Instituto de Reformas Sociales." 3rd February, pp. CIII., 311.*
- Royal Decree approving as a provisional measure the Regulations for the military, technical and economic control of the State arsenals. 25th February, pp. LXXXVIII., 311.*
- Royal Circular Order to the Civil Governors, requiring their co-operation in the faithful application of the law relating to Sunday rest. 21st March, pp. LVI., 311.*
- Royal Order respecting the relations between the Municipal Law and Legislative Enactments concerning Sunday Rest, in so far as they relate to fairs and markets. 30th March, pp. LVI., 311.*

Royal Order amending §2 of the Royal Decree of 25th January, 1908, to the effect that in factories engaged in the manufacture of corks under specified conditions, the work of children, of both sexes, under sixteen years of age and of women under age shall be permitted. 3rd May, pp. XLIX., 311.

Royal Order declaring exemption from Stamp Tax in case of certificates of age issued by the Civil Registers for the exclusive purpose of the admission to work of children, women and young people. 15th May, pp. L., 312.*

SWEDEN.

1911. Royal Proclamation respecting the right of owners of preserved fruit and vegetable factories to employ women in their factories for certain work during the night, regardless of the provisions of §1 of the Act dated 20th November, 1909, prohibiting the employment of women during the night in certain industrial undertakings. 9th June, pp. LI., 215.

Royal Proclamation respecting the right of owners of factories for the salting of herrings to employ women in their factories for certain work during the night, regardless of the provisions of §1 of the Act dated 20th November, 1909, prohibiting the employment of women during the night in certain industrial undertakings. 11th August, pp. LI., 216.

SWITZERLAND : CONFEDERATION.

1911. Federal Act to supplement the Swiss Civil Code. 30th March, pp. LXIII., 94.
Decree of the Federal Council relating to the petition of the Swiss Section of the International Association for Labour Legislation (occupational diseases). 9th June, pp. LXI., 217.

CANTONS.

Aargau.

1908. Act relating to the Trade Arbitration Courts and Conciliation Boards. 4th December, pp. XCI., 228.*

1910. Decree relating to the fees of Trade Arbitration Courts. 5th December, pp. XCII., 228.*

Appenzell-A.-Rh.

1908. Act relating to the keeping of hotels and public-houses and the retail sale of alcoholic beverages. 26th April, pp. LXXXVII., 99.

Basle Town.

1910. Regulations relating to the duties of male apprentices of trade occupations in attendance at the primary and technical courses of their trade, and where passing the apprenticeship examinations. 19th January, pp. LII., 219.*

Order relating to regular night-work of apprentices. 15th December, 1906, with amendments of 9th February. pp. LII., 219.

Order relating to committees of officials, clerks and workers in the public services. 29th June, pp. XCVI., 220.

Decision of the State Council respecting the amendment of the executory regulations of 23rd April, 1910, of the Act relating to the establishment of a State Fund for the Unemployed, and respecting the maintenance of Private Funds for Unemployed Workmen of 16th December, 1909. 3rd August, pp. LXXXVIII., 227.

Working instructions for the administration of the State Fund for Unemployed Workmen. 26th October, pp. LXXXIX., 227.*

Order relating to the assignment of work to members of the State Fund for Unemployed Workmen. 26th October, p. 227.*

Instructions relating to the administration and accountancy for the State Fund for Unemployed Workmen. 26th October, p. 227.*

St. Gall.

1909. Act relating to the Cantonal Insurance Fund. 1st December, pp. CXXXII., 227.*

(N.B.—For United States legislation, see pp. 312 *et seq.*)

II. SUBJECT INDEX OF LAWS AND ORDERS IN VOL. VI. OF THE ENGLISH EDITION OF THE BULLETIN OF THE INTER- NATIONAL LABOUR OFFICE.

LIST OF ABBREVIATIONS.—Aar. = Aargau ; App. = Appenzell-A.-Rh. ; Arg. = Argentina ; Aus. = Austria ; Austrl. = Australia ; Bah. = Bahama Islands ; Bas. = Basle ; Bav. = Bavaria ; Bel. = Belgium ; Bel.-Con. = Belgian Congo ; Bre. = Bremen ; Bru. = Brunswick ; Cam. = Cameroons ; Can. = Canada ; Chi. = Chile ; Cyp. = Cyprus ; Den. = Denmark ; Fr. = France ; Fin. = Finland ; G.E.A. = German East Africa ; G.S.W.A. = German South-West Africa ; Ger. = Germany ; Ham. = Hamburg ; Hes. = Hesse ; Ice. = Iceland ; Ind. = India ; It. = Italy ; Jap. = Japan ; Lub. = Lubeck ; Lux. = Luxemburg ; Meck.-Str. = Mecklenburg-Strelitz ; Mont. = Montenegro ; Nat. = Natal ; Neth. = Netherlands ; N.S.W. = New South Wales ; N.Z. = New Zealand ; Nor. = Norway ; Per. = Peru ; Port. = Portugal ; Pr. = Prussia ; Queen. = Queensland ; Reuss E.L. = Reuss (Elder Line) ; St. G. = St. Gall ; Sam. = Samoa ; Sax. = Saxony ; Serv. = Servia ; Schw.-Sond. = Schwarzburg-Sondershausen ; S.A. = South African Union ; S.Austrl. = South Australia ; Sp. = Spain ; Swe. = Sweden ; Switz. = Switzerland ; Tas. = Tasmania ; Tr. = Transvaal ; U.K. = United Kingdom ; Vic. = Victoria ; W.Austrl. = West Australia ; Würt. = Württemberg.

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1911. No. 1.

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Zeitschriftenschau. — Périodiques. — Periodicals. No. 1.

(Jan.—Jun. 1910.)

Abkürzungen, Abréviations, Abbreviations: *A* = Annalen des Deutschen Reiches für Gesetzgebung, Verwaltung und Volkswirtschaft, München. — *A. A.* = The Annals of the American Academy of political and social science, Philadelphia. — *A. a. E.* = Der Arzt als Erzieher, München. — *A. B.* = Die Arbeit, Bochum. — *Ab.* = Der Abtinent, Wien. — *A. cath.* = L'Association catholique, Paris. — *Acc. et Ass.* = Congrès international des Accidents du travail et des Assurances sociales, Bulletin du Comité permanent, Paris. — *A. D. G. Z.* = Allgemeine Deutsche Gärtner-Zeitung, Berlin. — *A. E.* = Archiv für Eisenbahnwesen, Berlin. — *A. F.* = American Federationist, Washington. — *A. Fr.* = Der Arbeiterfreund, Berlin. — *A. f. V.* = Archiv für Volkswohlfahrt, Berlin. — *A. G. H.* = Annalen des Gewerbebeförderungsdienstes des k. k. Handelsministeriums, Wien. — *A. G. Z.* = Arbeitergeber-Zeitung, Wien. — *A. H. P.* = Annales d'hygiène publique et de médecine légale, Paris. — *A. I.* = American Industries, of, by and for the Manufacturers of the United States. — *A. I. N. P.* = Anales del Instituto Nacional de Previsión, Madrid. — *Arb. Z.* = Arbeiterinnen-zeitung, Wien. — *A. J.* = Arbeiterjugend, Wien. — *A. J. S.* = The American Journal of Sociology, Chicago and New York. — *A. k. S.* = Archiv für kaufmännische Sozialpolitik, Ham-

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S.* = Boletín del Instituto de Reformas Sociales, Madrid. — *B. R. V.* = Blätter für vergleichende Rechtswissenschaft und Volkswirtschaftslehre, Berlin. — *Br.Z.* = Brauereiarbeiter-Zeitung, Berlin. — *B. S. B.* = Beiträge zur Statistik der Stadt Barmen. — *B. S. E. L.* = Bulletin de la Société d'études législatives, Paris. — *B. S. H. O.* = Bulletin des Sociétés d'habitations ouvrières, Bruxelles. — *B. S. M.* = Boletín de la secretaria de fomento, Mexico. — *B. St. R.* = Buletínul Statistial Românici, Bucarest. — *B. U. L.* = Bollettino dell' Ufficio del lavoro, Roma. — *B. U. S.* = Bulletin de l'Union syndicale. — *B.W.* = Buchhändler-Warte, Berlin. — *B.Z.* = Bildhauer-Zeitung, Berlin. — *C.* = Concordia, Berlin. — *C. B.* = Coopérateurs Belges. — *C. E.* = Le Courrier européen, Paris. — *C. G. D.* = Correspondenzblatt der Generalkommission der Gewerkschaften Deutschlands, Berlin. — *Ch. I.* = Chemische Industrie. — *C. I.* = La coope-razione italiana, Milano. — *C. L.* = Il contratto di lavoro, Roma. — *Co.* = Coiffeurgehilfen-Zeitung, Bern. — *Com.* = Il comune, rivista mensile municipale, Milano. — *Con.* = Der Continent, Berlin. — *Cor.* = Le Correspondant, Paris. — *C. O. V.* = Central Orgaan voor de Ongevallen-Verzekering en andere werkliedenverzekeringen. — *C. O.W.* = Centraal-Orgaan voor de Werklieden-Verzekering. — *Cr.* = Courier, Publikationsorgan des Deutschen Transportarbeiter-Verbandes, Berlin. — *C. Rev.* = Contemporary Review, London. — *Cr. s.* = Critica sociale, Milano. — *Cs.* = Charities. — *C. S. A.* = Correspondenzblatt für Schweizer Aerzte. — *Ct.* = Correspondent für die Arbeiter und Arbeiterinnen der Hut- und Filzwarenindustrie, Altenburg. — *Cult. S.* = Cultura sociale, Roma. — *D. A.G.Z.* = Die Deutsche Arbeitgeber-Zeitung, Berlin. — *D. At.Z.* = Deutsche Arbeiterinnenzzeitung, Berlin. — *D. B. K.Z.* = Deutsche Bäcker- und Konditoren-Zeitung, Hamburg. — *D. B.Z.* = Deutsche

Böthcher-Zeitung, Bremen. — *D. C.* = Dominion of Canada, The Labour Gazette (Dominion du Canada, La Gazette du Travail), Ottawa. — *Dev.* = Le Devoir, Paris. — *D. F.* = Dokumente des Fortschritts, Berlin. — *Dg.* = Dagny, Stockholm. — *D. G.* = Deutscher Gewerkschaftsführer, Wien. — *D. G.Z.* = Deutsche Gärtner-Zeitung, Berlin. — *D. H.W.* = Deutsche Handels-Wacht, Hamburg. — *Div. s.* = Divenire sociale, Roma. — *D. I.Z.* = Deutsche Industrie-Zeitung, Berlin. — *D. J.Z.* = Deutsche Juristen-Zeitung, Berlin. — *D.K.* = Der Kunstgewerbezeichner. — *D. K. A.* = Der deutsche Kaufmann im Auslande, Hamburg. — *D.K.Z.* = Deutsche Kolonial-Zeitung. — *Di.* = Deutschland, Berlin. — *D. M. H.* = Deutscher Maschinist und Heizer, Berlin. — *D. n. A.* = Det ny Aarhundrede. — *D. O.* = Der deutsche Oekonomist. — *D. P.* = Documents du Progrès, Paris. — *D. R.* = Deutsche Revue. — *D. St.Z.* = Deutsche Städtezeitung, Berlin. — *D. T.* = Dansk Tidsskrift. — *D. T.Z.* = Deutsche Techniker-Zeitung. — *D. V.* = Der Volksverein (f. d. kath. Deutschland), M.-Gladbach. — *D. V.Z.* = Deutsche Verkehrs-Zeitung. — *D. W.Z.* = Deutsche Wirtschaftszeitung, Berlin. — *D.Z.* = Dachdecker-Zeitung, Frankfurt a. M. — *D. Zeh.* = Deutscher Zeichner, Berlin. — *E.* = De Economist, 's Gravenhage. — *E. A.* = El Economista Argentino. — *Ec.* = The Economist, London. — *Ec. Fr.* = Economiste Français, Paris. — *Eco.* = L'Economista, Firenze. — *Ec. R.* = Economic Review, London. — *Ei.* = Die Eiche. Organ des Gewerkevereins der deutschen Tischler (Schreiner) und verwandter Berufsgenossen (H. D.), Berlin. — *E. Ind.* = Eisenbahn und Industrie, Wien. — *Eis.* = Der Eisenbahner, Wien. — *E. J.* = Economic Journal, London. — *E. R.* = Edinburgh Review, London. — *E. R. G.* = Editorial Railroad Gazette. — *E. S.* = España Social, Madrid. — *E. S. F.* = Ekonomiska Samfundet i Finland. — *Ev. Fr.Z.* = Evangelische Frauenzeitung. — *Exp.* = Export, Berlin. — *E.Z.* = Oesterreichische Eisenbahnzeitung, Wien. — *F. C.M.* = Fachzeitung für Civilmusiker, Berlin. — *Fg.* = Der Fachgenosse, Berlin. — *F. H.* = Der Fabrik- und Handarbeiter, Burg. — *Finsk T.* = Finsk Tidsskrift. — *Fl.* = Der Fleischer, Berlin. — *F. R.* = Fortnightly Review, London. — *Fr.* = Die Frauenbewegung, Berlin. — *Fr. K.* = Freie Kunst, Berlin. — *Frk. Z.* = Frankfurter Zeitung, Frankfurt. — *F. S.* = Fachzeitung für Schneider, Berlin. — *F. T.* = La Fédération Typographique. — *F. Tid.* = Försäkringsföreningens Tidsskrift. — *F.Z.* = Friseurgehilfen-Zeitung, Berlin. — *G.* = Der Gewerkeverein, Berlin. — *G.a.* = Glückauf, Turn b. Teplitz. — *Gb.* = Gemeinbelangen, Amsterdam. — *Gemw.* = Gemeinwohl, Elberfeld. — *Gen.* = Die Genossenschaft, Wien. — *Ges.* = Gesundheit, Leipzig. — *Gew.* = Die Gewerkschaft, Berlin. — *Gewr.* = Der Gewerberichter, Wien. — *Gewst.* = Gewerkschaftsstimme, München. — *Gg.* = Der Gastwirtsgehilfe, Berlin. — *Giorn. d. Ec.* = Giornale degli Economisti, Roma. — *G. K. G.* = Gewerbe- und Kaufmannsgericht, Berlin und Frankfurt a. M. — *Gl.* = Die Gleichheit, Stuttgart. — *Gl.Z.* = Die Glaser-Zeitung, Karlsruhe. — *G. P.* = Die Graphische Presse, Berlin. — *Gr.* = Der Grundstein, Hamburg. — *G. R.* = Gewerkschaftliche Rundschau für die Schweiz, Bern. — *Gr.A.* = Grundstück-Archiv, Berlin. — *Grzb.* = Grenzboten, Leipzig. — *Gsch.* = Die Gewerkschaft, Wien. — *G. u. R.* = Gesetz und Recht, Breslau. — *G. V.* = Genossenschaftliches Volksblatt, Bern. — *Gw.* = Die Gegenwart, Berlin. — *G. Z.* = Gastronomische Zeitschrift, Hannover. — *H.* = Der Handelsstand, Hamburg. — *H.A.* = Die Heimarbeiterin, Berlin. — *Ha.* = Der Hafenarbeiter, Hamburg. — *Hg.Z.* = Handlungsgehilfenzeitung, Hamburg. — *H. I.* = Handel und Industrie, München. — *Hi.* = Hilfe, Berlin. — *Hm.* = Der Handschuhmacher, Berlin. — *H.M.* = Das Handelsmuseum, Wien. — *Ho.* = Der Hoteldiener. — *Ho.A.* = Der Holzarbeiter, Köln. — *H. S.* = Huszadik Század, Budapest. — *H. T.* = Helvetische Typographia, Basel. — *H. u. G.* = Handel und Gewerbe, Berlin. — *H.Z.* = Holzarbeiterzeitung, Berlin. — *I.* = The International, London. — *Ia.* = Industria, London. — *I. A.V.* = Invaliditäts- und Altersversicherung im Deutschen Reiche, Mainz. — *I.B.Z.* = Deutsche Industriebeamten-Zeitung, Berlin. — *I. G.* = Internationales Genossenschafts-Bulletin, Zürich. — *I. M.* = L'Italia Moderna, Roma. — *I. M.R.* = Internationale Metallarbeiter-Rundschau (3-sprachig), Stuttgart. — *Ind.* = Die Industrie, Wien. — *Inst. Soc.* = Institut de Sociologie (Solvay), Bruxelles. — *I. R.* = Independent Review. — *I.Z.* = Die Industrie-Zeitung. — *J.* = Jugendfürsorge, Berlin. — *J. A.* = Der jugendliche Arbeiter, Wien. — *J. B. H.* = Jahrbücher für Berg- und Hüttenwesen. — *J. B. I.* = Jahrbuch für die soziale Bewegung der Industriebeamten, Berlin. — *J. C. C.* = Journal des Chambres de Commerce et d'Industrie, Paris. — *J. d. C.* = Journal des Correspondents. — *J. E.* = Journal des Economistes, Paris. — *J. L.* = Justice, London. — *J. L. N. Z.* = Journal of the Department of Labour, New Zealand, Wellington. — *J. N. St.* = Jahrbücher für Nationalökonomie und Statistik, Jena. — *Jog.* = Jogállam, Budapest. — *J. P. E.* = The Journal of Political Economy, Chicago. — *J. S. A.* = Journal of the Society of Arts, London. — *J. S. S. P.* = Journal de la Société de Statistique de Paris, Paris. — *J. St. S.* = Journal of the Royal Statistical Society, London. — *K.* = Der Kampf, Wien. — *K.Bl.* = Korrespondenzblatt des Verbandes der Tapezierer und verwandter Berufsarten, Berlin. — *K. F.* = Kultur der Familie, Berlin. — *Kf. R.* = Kaufmännische Rundschau, Berlin. — *Kor.* = Korrespondent für Deutschlands Buchdrucker

und Schriftgiesser, Leipzig. — *K. P.* = Kommunale Praxis, Dresden. — *K.P.M.* = Der Krankenpflger, Berlin. — *Kr.* = Der Kürschner, Berlin. — *K. R.* = Konsumgenossenschaftliche Rundschau. — *Krit. Bl.* = Krit. Blätter für die gesamten Sozialwissenschaften, Berlin. — *K. S.* = Kösgaszászgi Szemle, Budapest. — *K. St. A.* = Keram- und Steinarbeiter-Zeitung, Köln. — *K. S. W.* = Kathol. Social Weekblad. — *Ku.* = Der Kupferschmied. — *Kult.* = Kulturfragen, München. — *K. V.* = Der Konsumverein, Wien. — *K. v. A.* = Kamer van Arbeid. — *L. A.* = Der Lederarbeiter, Berlin. — *L. A. R. D.* = Les Annales de la Régie directe, Genève. — *L. C.* = Bulletin de la Société de Législation Comparée, Paris. — *Ld. A.* = Der Landarbeiter, Berlin. — *L. G.* = The Labour Gazette, London. — *L.H.Z.* = Lagerhalter-Zeitung, Leipzig. — *L. I. T.* = Bollettino della Lega industriale di Torino, Torino. — *L. L.* = Labour Leader, London. — *L. Mass.* = Labor Bulletin of the Commonwealth of Massachusetts, Boston. — *L.Z.* = Lederarbeiter-Zeitung, Berlin. — *M.* = Mutuality, Madrid. — *Mas.* = Masius' Rundschau, Blätter für Verzeich.-Wissensch., Leipzig. — *M. A. V.* = Monatsblätter für Arbeiterversicherung, Berlin. — *M. C. B. S.* = Maandschrift van het Centraal Bureau voor de Statistiek, 's Gravenhage. — *M. Ch.* = Monatschrift für christliche Sozialreform, Basel. — *M. C. R.* = Monthly Consular and Trade Reports, Washington. — *M. E.* = Le Monde Economique, Paris. — *Medd.* = Meddelanden från k. Kommerskollegii Adeling för Arbetsstatistik, Stockholm. — *Medd. N. A.* = Meddelelser fra norsk Arbejdsgiverforening. — *M. f. S.* = Maanedskrift for Sundhedspleje. — *M. F.M.* = Mitteilungen des k. k. Finanzministeriums, Wien. — *M. G. B.* = Mitteilungen für die Gehilfenschaft des Buch-, Kunst- und Musikalienhandels, Wien. — *M. G. M.* = Mitteilungen des Gewerbehygienischen Museums, Wien. — *M. G. Ss.* = Magyar Gazdák Szemléje. — *M. H.* = Mitteilungen der Grossh. Hessischen Zentralstelle für die Landesstatistik, Darmstadt. — *M. I. M.* = Moniteur des intérêts matériels, Bruxelles. — *M. J.* = Municipal Journal, London. — *Mo. R.* = Moniteur Commercial Roumain, Bucarest. — *Mouv. éc.* = Le Mouvement économique, Bucarest. — *Mouv. Soc.* = Mouvement Socialiste. — *M. R.* = Medizinische Reform, Berlin. — *M. Rev.* = Monthly Review. — *M. R. V. K.* = Mitteilungen des Rheinischen Vereins für Kleinwohnungswesen, Düsseldorf. — *M. S. (Ann.)* = Le Musée Social (Annales), Paris. — *M. S. A. M.* = Mitteilungen des Statistischen Amtes München. — *M. S. O.* = Le Moniteur des Syndicats ouvriers, Paris. — *M. Soc.* = Le Mouvement Social, Paris. — *M. T. S.* = Magyar Társadalomtudományi Szemle. — *Mun.* = Munkásügyi Szemle, Budapest. — *M.Z.* = Mühlenarbeiter-Zeitung, Altenburg. — *M. Z. W.* = Mitteilungen der Zentralstelle für Wohnungsreform in Oesterreich, Wien. — *M. Z. P. L.* = Mitteilungen der Zentralstelle der Preussischen Landwirtschaftskammern, Berlin. — *N.* = Nation, New York. — *N. A.* = Nuova Antologia, Roma. — *N. A. R.* = North American Review, New York. — *N. B.* = Neue Bahnen, Leipzig. — *N. C.* = The Nineteenth Century and after, London. — *N. C. F. R.* = National Civic Federation Review, New York. — *N. d.* = Naše doba, Praha. — *N. Fr.* = Neues Frauenleben. — *N. L.* = Neues Leben, Wien. — *Not.* = Der Notensteher, Leipzig. — *N. R.* = The National Review. — *N. R. C.* = Nieuwe Rotterdamse Courant, Rotterdam. — *N. T.* = Nationalekonomisk Tidsskrift, Kjøbenhavn. — *N. t.* = De nieuwe Tijd, Amsterdam. — *N. T. F.* = Nordisk Tidsskrift for Faengselsvaesen. — *N. Y.* = New York, Department of Labor Bulletin, Albany. — *N. Z.* = Die neue Zeit, Stuttgart. — *O.* = Outlook, London. — *Oe. E.Z.* = Oesterr. Eisenbahnbeamten-Zeitung, Wien. — *Oe. G. A.Z.* = Oesterreichische gewerbliche Arbeitgeberzeitung, Wien. — *Oe. Ind.* = Bund Oesterr. Industrieller, Wien. — *Oe. M.* = Oesterr. Metallarbeiter, Wien. — *Oe. V.* = Oesterr. Verwaltungsarchiv, Wien und Leipzig. — *Oest. R.* = Oesterr. Rundschau, Wien. — *Oest. Sa.* = Oesterr. Sanitätswesen, Wien. — *Oest. V.Z.* = Oesterr. Versicherungszeitung, Wien. — *O. I.* = Organe Industriel. — *O. M.* = Ouvrier Mineur. — *On.* = Obzor národohospodářský, Praha. — *O. O.* = Oesterreichischer Oekonomist, Wien. — *Or.* = Der Organisator, Hamburg. — *O. s. c.* = Odborové sdružení československé, Praha. — *Ośw.* = Oświata, Posen. — *Oe. U. E.* = Oesterreichisch-ungarisches Eisenbahnblatt, Wien. — *O. U. Z.* = Oesterreichisch-ungarischer Zündwarenfabrikant, Hofowitz (Böhmen). — *P.* = Der Proletarier, Hannover. — *P. B.* = Patrie Belge, Bruxelles. — *P.B.Z.* = Privat-Beamten-Zeitung, Magdeburg. — *P. C. S. I.* = Progress civic, social, industrial, London. — *Ph. M.* = Photographischer Hilfsarbeiter, Berlin. — *P. J. B.* = Preussische Jahrbücher, Berlin. — *Pm.* = Patrimonium, Rotterdam. — *P. o. K.* = Politik och Kultur, Helsingfors. — *Pos.* = Der Posamenter. Obligatorisches Fachblatt des Posamenterverbandes von Baselland, Liestal. — *Pr.* = Přehled, Prag. — *P. Rev.* = Pokroková Revue. — *P. S.* = Paix Sociale. — *P. S. Q.* = Political Science Quarterly, Boston. — *P. V.* = Professionalnij Vestnik, Petersburg. — *P. V. B.* = Preussisches Verwaltungsblatt, Berlin. — *Q. J.* = The Quarterly Journal of Economics, Boston. — *Q. P.* = Questions Pratiques de Législation ouvrière et d'économie sociale, Paris. — *Q. R.* = The Quarterly Review, London. — *R.* = Der Regulator, Berlin. — *R.A.* = Reichsarbeitsblatt, Berlin. — *Ram.* = Il Ramassini, giornale italiano di medicina sociale, Firenze. — *R. A. P.* = Revue de l'action Populaire, Paris-Reims. — *Rass. M.* = Rassegna mineraria, Torino. — *R. A. T.* = Revue des Accidents

du Travail. — *R. B.* = Revue de Belgique. — *R. Bl.* = Revue Bleue, Paris. — *R. Col.* = Rivista coloniale, Roma. — *R. C. P.* = Rivista dei comuni e delle provincie, Firenze. — *R. D. C.* = Rivista di diritto commerciale, industriale e marittimo, Milano. — *R. E.* = Revue d'Economie politique, Paris. — *Re.* = Das Recht, Wien. — *Ref. A. V.* = Reformblatt für Arbeiterversicherung, Frankfurt a. M. — *Réf. écon.* = La Réforme économique, Paris. — *Réf. soc.* = La Réforme sociale, Paris. — *Rev. Bord.* = Revue économique de Bordeaux, Bordeaux. — *Rev. c.* = Revista católica de las cuestiones sociales, Madrid. — *Rev. éc. int.* = Revue économique internationale, Paris. — *Rev. gén.* = Revue générale, Bruxelles. — *Rev. Int.* = Revue Internationale de Sociologie, Paris. — *Rev. M.* = Revue des deux Mondes, Paris. — *Rev. P.* = Revue de Paris. — *Rev. P. M.* = Revue de la Prévoyance et de la Mutualité, Paris. — *Rev. s. h.-a.* = Revista social hispano-americana. — *Rev. Stat.* = Revue de Statistique, Paris. — *Rev. Tr.* = Revue du Travail, Bruxelles. — *R. G.* = Railroad Gazette, New York. — *Rif. Soc.* = La Riforma Sociale, Torino-Roma. — *R. I. L.* = Rivista di diritto e giurisprudenza, patologia sociale e medicina forense sugli infortuni del lavoro e sulle disgrazie accidentali, Roma. — *R. I. S. S.* = Rivista Internazionale di scienze sociali e discipline ausiliari, Roma. — *R. It.* = Rivista d'Italia, Roma. — *R. M.* = Revue Maritime, Paris. — *R. N.* = Rassegna nazionale, Firenze. — *R. P.* = Rivista popolare di politica, lettere e scienze sociali, Roma. — *R. P. P.* = Revue politique et parlementaire, Paris. — *R. R. R.* = La Revue (ancienne Revue des Revues), Paris. — *R. S.* = Revue scientifique. — *R. S. A. T.* = Revue Suisse des accidents du travail, Genève. — *R. S. C.* = Revue socialiste catholique, Louvain. — *R. soc.* = Revue socialiste, Paris. — *R. Synd.* = Revue Syndicaliste, Paris. — *R. T. L.* = Rivista tecnico-legale, Palermo. — *R. U. M.* = Revue univ. des mines. — *S.* = Lo spettatore, rivista politica, Roma. — *Sat. R.* = Saturday Review, London. — *S. B.* = Der Staats-Bürger, Leipzig und Berlin. — *Sch.* = Schuhmachersblatt, Gotha. — *Schm. J. B.* = Jahrbuch für Gesetzgebung, Verwaltung und Volkswirtschaft im Deutschen Reiche, Leipzig (Schmoller). — *Schm. Z.* = Schmiede-Zeitung, Hamburg. — *Schw. Eis.* = Der schwäbische Eisenbahner, Stuttgart. — *Sch. Z.* = Der Schiffs-Zimmerer, Hamburg. — *Sc. S.* = La science sociale, Paris. — *S. D.* = The Social Democrat, London. — *Se.* = Der Seemann, Berlin. — *S. E.* = Szakszervezeti Értesítő. — *S. E. Z.* = Schweiz. Eisenbahn-Zeitung, Burgdorf. — *S. F.* = Sozialer Fortschritt, Leipzig. — *S. G. F.* = Soziale Gesetzgebung und die Frauen, Breslau. — *S. G. Z.* = Schweizerische Gewerbezeitung, Bern. — *S. Ind.* = Sächsische Industrie. — *S. J. S. B.* = Statistische Jahrbücher deutscher Städte, Breslau. — *S. K.* = Soziale Kultur, M.-Gladbach. — *S. K. C.* = Schweiz. kaufmännisches Centralblatt, Zürich. — *S. Kr.* = Samfundets Krav, Kjöbenhavn. — *S. K. V.* = Schweizer Konsumverein, Basel. — *S. M.* = Sozialistische Monatshefte, Berlin. — *S. M. H.* = Soziale Medizin und Hygiene, Hamburg. — *Sol.* = Solidarität, Berlin. — *Sos. K.* = Sozialpolitische Korrespondenz des Volksvereins für das katholische Deutschland, M.-Gladbach. — *Sos. R.* = Soziale Revue, Essen. — *S. P.* = Soziale Praxis, Berlin. — *Spar.* = Sparkasse, Hannover. — *S. R.* = Soziale Rundschau, Wien. — *S. R. V.* = Soziale Rundschau (Wochenbeilage zum „Vaterland“), Wien. — *St.* = Der Steinarbeiter, Leipzig. — *S. T.* = Sozial-Technik, Berlin. — *St. A.* = Der Steinarbeiter, Zürich. — *St. B.* = Der Strassenbahner, Berlin (Beilage des Courier). — *St. E.* = Stahl und Eisen, Düsseldorf. — *S. Tid.* = Social Tidskrift, Stockholm. — *St. K.* = Statistische Korrespondenz, Berlin. — *St. M.* = Statistische Monatschrift, Brünn. — *St. Mit.* = Statistische Mitteilungen, Brünn. — *St. M. W.* = Statistische Monatschrift der Stadt Wiesbaden. — *St. T.* = Statsk. Tidskrift. — *S. T. W.* = Die Sanitätswarte, Berlin. — *Sv. E.* = Svenak Export. — *S. W.* = Social Weekblad. — *S. W. S.* = Schweizerische Blätter für Wirtschafts- und Sozialpolitik, Bern. — *S. Z.* = Sattler- und Portefeuller-Zeitung, Berlin. — *S. Z. G.* = Schweiz. Zeitschrift für Gemeinnützigkeit, Zürich. — *T.* = The Times (*E. S.* = Engineering Supplement; *L. S.* = Literary Supplement), London. — *T. A.* = Tidskrift for Arbejderforskring, København. — *Tab.* = Der Tabakarbeiter, Leipzig. — *Tab. Z.* = Deutsche Tabakarbeiter-Zeitung, Düsseldorf. — *Tel.* = Der Telegraph, Bochum. — *Tex.* = Der Textilarbeiter, Berlin. — *T. F.* = Tidskrift for Forsørgelsesvaesen. — *Tg.* = Der Tag. — *Th. A.* = Thünen-Archiv, Organ für exakte Wirtschaftsforschung, Jena. — *T. I.* = Tidskrift for Industria. — *T. I. Z.* = Tonindustrie-Zeitung, Berlin. — *Tj.* = Tijdschrift van het Centraal Bureau voor de Statistiek, 's Gravenhage. — *T. M. N.* = Tijdschrift der Maatschappij van Nijverheid. — *T. N.* = Le Travail National, Paris. — *Tö.* = Der Töpfer, Berlin. — *T. R.* = Technische Rundschau, Berlin. — *Tr. Ch.* = Le Travail Chrétien. — *T. S. H.* = Tijdschrift voor sociale Hygiene. — *T. U.* = Le Trait de l'Union, Liège. — *Tu.* = Tuberculosis. — *T. u. W.* = Technik und Wirtschaft. — *T. W.* = Technisch Weekblad. — *Tz. Z.* = Deutsche Textilarbeiter-Zeitung, Spremberg. — *Typ.* = Der Typograph, Berlin. — *T. Z.* = Textilarbeiter-Zeitung, Düsseldorf. — *U.* = Die Umschau, Frankfurt a. M. — *Um.* = L'Umanitaria, Milano. — *V.* = Vorwärts, Berlin. — *V. Ans.* = Vereinsanzeiger, Hamburg. — *V. B.* = Versicherungsbote, Oldenburg. — *V. Bl.* = Volkswirtschaftliche Blätter, Berlin. — *Verb.*

= Verbandsblätter. Organ des Verbandes deutscher Handlungsgehilfen und seiner Kassen zu Leipzig. — *V. I.* = Vita industriale, Terni. — *V. M. I.* = Verordnungsblatt des k. k. Ministeriums des Innern, Wien. — *V. M. U.* = Volkswirtschaftliche Mitteilungen aus Ungarn, Budapest. — *V. St.* = Vierteljahrshefte zur Statistik des Deutschen Reiches, Berlin. — *V. T.* = Vragen des tijds, Haarlem. — *V. V.* = Vierteljahrsschau über das Versicherungswesen, Berlin. — *V. W.* = Volkswirtschaftliche Wochenschrift, Wien. — *W. A.* = Wiener Arbeiterzeitung. — *W. A. Z.* = Westdeutsche Arbeiterzeitung, M.-Gladbach. — *W. E.* = Weckruf der Eisenbahner, Berlin. — *W. I.* = Werkmeister- und Industriebeamtenzeitung, Reichenberg. — *W. I. N.* = The Women's Industrial News, London. — *W. N. G.* = Wochenschrift des niederösterreichischen Gewerbevereins. — *W. Rev.* = Westminster Review, London. — *W. W.* = World's Work, New York. — *W. T.* = World today. — *W. T. U.* = The Women's Trade Union Review, London. — *W. Z.* = Werkmeisterzeitung, Düsseldorf. — *Y. R.* = The Yale Review, New Haven. — *Z.* = Der Zimmerer, Hamburg. — *Z. A.* = Zeitschrift für Armenwesen, Berlin. — *Z. B.* = Zeitschrift für Bergrecht, Berlin. — *Zbl. R.* = Zentralblatt der Reichsversicherung, Frankfurt a. M. — *Z. B. St. B.* = Zeitschrift des Kgl. Bayrischen Statistischen Bureaus, München. — *Z. C. G. D.* = Zentralblatt der christlichen Gewerkschaften Deutschlands, M.-Gladbach. — *Z. F.* = Zündwarenfabrikant, Hofowetz. — *Z. G. H.* = Zeitschrift für Gewerbehygiene, Unfallverhütung und Arbeiterwohlfahtseinrichtungen, Wien. — *Z. g. St.* = Zeitschrift für die gesamte Staatswissenschaft, Tübingen. — *Z. G. U.* = Zeitschrift für gewerblichen Unterricht, Leipzig. — *Z. I. E.* = Zeitschrift für den Internat. Eisenbahntransport, Bern. — *Z. O. H.* = Zentralorgan des Verbandes der Hausangestellten Deutschlands, Berlin. — *Z. P.* = Zeitschrift für Politik, Berlin. — *Z. Pr. St. L.* = Zeitschrift des Kgl. Preuss. Statistischen Landesamtes, Berlin. — *Z. S.* = Zeitschrift für Sozialwissenschaft, Berlin. — *Z. S. M.* = Zeitschrift für soziale Medizin, Leipzig. — *Z. S. St.* = Zeitschrift für Schweiz. Statistik (= Journal de Statistique Suisse). — *Z. S. St. L.* = Zeitschrift des Kgl. Sächs. Statistischen Landesamtes, Dresden. — *Zu.* = Die Zukunft, Berlin. — *Z. V. D. I.* = Zeitschrift des Vereins Deutscher Ingenieure, Berlin. — *Z. Vers.* = Zeitschrift für die gesamte Versicherungswissenschaft, Berlin. — *Z. V. S. V.* = Zeitschrift für Volkswirtschaft, Sozialpolitik und Verwaltung, Wien, Leipzig. — *Z. W.* = Zeitschrift für Wohnungswesen, Berlin. — *Z. W. B.* = Zeitschrift für Wohnungswesen in Bayern, München. — *Z. W. H.* = Zeitschrift für weibliche Handlungsgehilfen, Berlin. — *Z. X.* = Zeitschrift für Xylographen, Berlin.

1. Arbeiterschutzgesetzgebung. — Législation protectrice du travail. — Labour Legislation.

A. International.

1. Die Arbeiterschutzgesetzgebung des Auslandes im Jahre 1909. *A.S.* 1910. XXI. 8.
2. Die ausländische Arbeiterschutzgesetzgebung im Jahre 1909. *L.A.* 1910. XVIII. 13.
3. Krüger, G. Der Arbeiterinnenschutz in der Gesetzgebung der Kulturstaaten. *S. M.* 1910. XIV. (XVI.) 14.
4. Le travail législatif en Belgique et dans les Parlements étrangers. (Décembre 1909.) *Rev. Tr.* 1910. XV. 2; — (Janvier 1910.) *Rev. Tr.* 1910. XV. 4; — (Février.) *Rev. Tr.* 1910. XV. 6; — (Mars.) *Rev. Tr.* 1910. XV. 8; — (Avril.) *Rev. Tr.* 1910. XV. 10.
5. Die Entwicklung der Invaliden- und Altersversorgung im Ausland. *S.Z.* 1910. XXIV. 2.
6. Pieraccini, Prof. (Vortrag). Berufskrankheiten der Keramiker und die internationale Arbeiterschutzgesetzgebung. *Am.* 1910. XXXVII. 20.

B. National.

a) Allgemeine. — En général. — General.

7. Der deutsche Arbeiterschutz im Jahre 1908 (Stat. Beil. zu Nr. 1). *C. G. D.* 1910. XX. 7.
8. Sozialpolitische Vorlagen im Reichstag. (Stellenvermittlergesetz. Arbeitskammern. Regelung der Hausarbeit. Novelle zur Gewerbeordnung. Resolutionen zum Etat des Innern.) *S. P.* 1910. XIX. 21.
9. Klees, Friedrich. Die Vereinheitlichung des Arbeiterrechts. *N. Z.* 1910. XXVIII. Bd. 2. 28.
10. Die Umgehung der Arbeiterschutzgesetze. *St.* 1910. XIV. 6.

11. Lerchenfeld-Kófering. Die Gesetzgebung in den Vereinigten Staaten von Amerika zum Schutze der Fabrikarbeiter, namentlich der weiblichen und jugendlichen Personen, ferner der Heimarbeiter. *J. N. St.* 1910. 1.
12. The Commonwealth of Massachusetts. Bureau of Statistics. Labor Legislation in Massachusetts 1910. *L. Mass.* 1910. 73.
13. Legislación nacional. *B. D. T.* 1910. Junio.
14. Potthoff, Dr. Heinz. Das österreichische Privatbeamten-Gesetz. *G. K. G.* 1910. XV. 8.
15. Das neue Privatbeamtenengesetz in Oesterreich. *D.K.* 1910. III. 5.
16. Fra Rigsdagssamlingen 1909—10. *T. A.* 1910. VI. 2.
17. Indices de los proyectos y proposiciones de Ley, interpelaciones, ruegos, preguntas etcétera, de carácter social. Legislaturas de 1907—1908 y 1908—1909. *B. R. S.* 1910. VII. 73.
18. Weingartz, B. Die soziale Gesetzgebung von Grossbritannien im Jahre 1909. *C. G. D.* 1910. 23.
19. Sarfatti, M. Un secolo di legislazione sul lavoro in Inghilterra. *E. D. C.* 1910. giugno.
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(1. VII. 1910—30. VI. 1911.)

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1912. 4292.

Bulletin

of the

International Labour Office.

Supplement: Bibliography.

Jena.
Gustav Fischer.
1912.

Printed by H. Pohle, Jena.



